etisk handel norge

Due diligence for responsible business conduct with regards to people, animals, society and the environment

Account reporting year 2025

for Jacobs Douwe Egberts Norge AS

*Ethical Trade Norway has assessed the report of Jacobs Douwe Egberts Norge AS to meet the criteria of our Implementer Level. More information about our Implementer Level can be found **here**.*

SUSTAINABLE DEVELOPMENT GOALS

To Readers Of The Report

Private enterprises, the public sector and organizations have a significant impact on people, society, the environment, the climate and animals. Enterprises contribute to development, innovation and improved living conditions, but their activities also entail risk and real harm. Enterprises therefore play a key role in efforts to achieve the UN Sustainable Development Goals and the Paris Agreement's 1.5-degree target. This work is most effective when done in collaboration.

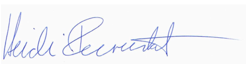
Ethical Trade Norway is a membership organization and a multi-stakeholder initiative bringing together businesses, trade unions, employer organizations, civil society and the public sector to jointly address the complex challenges in global supply chains that no single company can solve alone.

Transparency, accountability and continuous improvement are fundamental to this work. This membership report can be used as a statement under the Norwegian Transparency Act, but it also covers broader topics such as climate, environment and anti-corruption. Our framework is based on the UN Guiding Principles on Business and Human Rights and the OECD Due Diligence Guidance – internationally recognized standards that form the basis for Ethical Trade Norway's 13 principles for sustainable business practices. These principles cover human rights, decent work, environment and climate, animal welfare and anti-corruption.

All members of Ethical Trade Norway are required to carry out risk-based due diligence and to report annually on progress in their own work. Companies at our quality level Basic meet the requirements of the Transparency Act for due diligence reporting. Members can also strive to achieve the levels *Implementing* and, from 2026, *Leading*.

Due diligence is not about being "risk-free", but about being transparent and systematic: identifying risks, preventing and mitigating negative impacts, communicating openly about how these are addressed, and – where necessary – contributing to remediation.

I would like to thank all members for their efforts, openness and willingness to contribute to responsible supply chains. Together, we demonstrate how responsible trade can be in the best interests of people, animals, society and the environment.

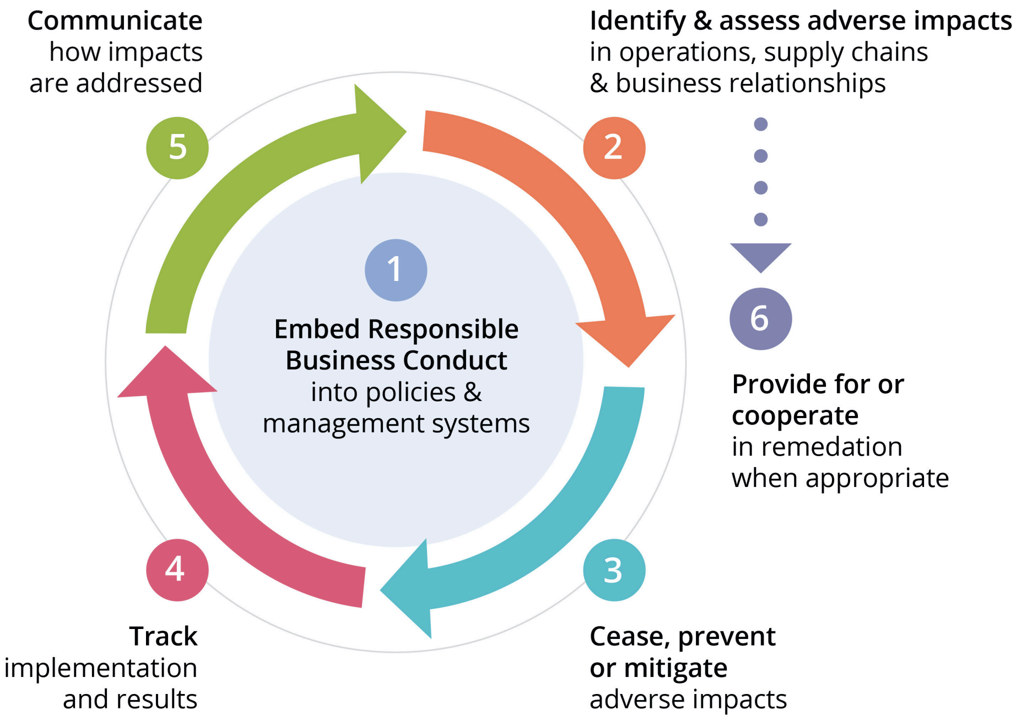


Heidi Furustøl
Executive Director
Ethical Trade Norway

Due diligence

This report is based on the UN Guiding Principles on Business and Human Rights and the OECD model for Due Diligence for Responsible Business Conduct.

The model has six steps that describe how companies can work for more responsible and sustainable business practice. However, being good at due diligence does not mean no negative impact on people, planet and the society. It means that the company is open and honest about challenges faced and shows how this is managed in the best possible way in collaboration with its stakeholders. This report is divided in chapters following the OECD model.



Preface From CEO

Friele is Norway's oldest coffee house with a history going back as far as 1799. Our passion for coffee and tea has led to a rich history of beautiful brands and quality products, such as Norway's most known coffee product - Friele Frokostkaffe. We have taken responsibility for our supply chain – from bean to cup - and the society we operate in. We are continuously improving our business by setting up relevant partnerships, investing in social initiatives and taking care of all our colleagues, who are committed to giving their best whilst producing your favorite coffee.

We take our responsibility for the environment and for smallholder farmers' prosperity, so we can look forward to another 225 years of good quality coffee. This has inspired us to come up with a sharpened approach to our sustainability strategy. Through concrete actions, products and innovations we want to work with our customers and consumers to make a contribution to our living planet, so that we can all enjoy coffee and tea for many years to come.

" Our purpose: Unleash the Possibilities of Coffee & Tea to Create a Better Future "

Kathrine Hoel
Country Manager

Board Signature

JACOBS DOUWE EGBERTS NORGE AS

The board of Jacobs Douwe Egberts Norge AS hereby confirms having received and read the report prepared for Ethical Trade Norway, which also forms the basis for our report:

Due diligence assessments for sustainable business practices

Statement of the reporting year 2025
Jacobs Douwe Egberts
(*15.06.2026, Oslo*)

Fill in the fields below with the name, position and signature of all board members

K. Hoel

Kathrine Hoel
Country Director JDE Peet's Norway

Geir Stene-Larsen
Retail Manager JDE Peet's Norway

Tomas Mjøs Andersen
Site Manager JDE Peet's Norway

(Oslo, 15.06.2026)

Oslo
14.06.2026

Enterprise information and enterprise context

Key enterprise information

Enterprise name

Jacobs Douwe Egberts Norge AS

Head office address

Midtunhaugen 6, 5224 Nesttun, Postboks 175, 5852 Bergen

Main brands, products and services offered by the enterprise

Coffee produced in our factory in Bergen: Friele (Frokost) coffee (dark roast, caffeine free, filter, french press etc), Krone, Norwegian Roast-series with specialty coffee.

Description of enterprise structure

Head office from 1st of July 2015 Jacobs Douwe Egberts (KDE) in Amsterdam, Netherlands. National coffee production with administration in Bergen. Head office for JDE Professional Norway in Oslo. Sales offices in all major cities with nationwide sales support.

Revenue in reporting year (NOK)

1 567 587 515

Number of employees

126

Is the enterprise covered by the Transparency Act?

Yes

Major changes to the enterprise since last and current reporting period

In March 2026, Friele was awarded with the Sustainable Brand Index (SBI) award, for the 4th year in a row, for being perceived as the most sustainable brand within beverages by Norwegian consumers in 2025.

A SMETA audit has been conducted at the Bergen factory. The few remaining findings are currently being addressed. No environmental findings were identified.

In 2025, we celebrated reaching more than one million beneficiaries since 2015. We deepened our commitment to smallholder farmers through an expanded portfolio of 76 active projects across 22 countries.

Building on our Common Grounds farmer programmes and collaboration with suppliers we strengthened our Human Rights and Environmental Due Diligence (HREDD) approach in 2025. We enhanced our ability to identify and assess risk in our green coffee supply chain by developing our internal HEV (Hazard, Exposure, Vulnerability) assessment tool. This combines publicly available country-level risk data and farm-level assessments to prioritise high-risk origins for further action. Our risk assessments are fully digitalised, enabling dynamic analysis and informing mitigation strategies and it covers 100% of our green coffee volumes sourced in 2025. We also rolled out supplier self-assessment forms (SAFs) across our sourcing origins to complement this process. We also strengthened our green-coffee SAF and introduced a Third-Party Risk Management tool to further enhance supplier due diligence, improving transparency, accountability, and proactive risk monitoring. We distributed the SAF to 122 suppliers, representing 98.6% of our 2025 green-coffee volume sourced from 27 origins. Despite the introduction of a new tool and assessment format, suppliers demonstrated strong engagement,7 reflected in an overall response rate of 86%. We also launched the Supplier Evaluation Questionnaire (SEQ), achieving a 94% response rate.

Guided by a multi-stakeholder approach, we partnered with the international nonprofit TechnoServe in a global study on Regenerative Coffee with a clear business case and actions to boost farmer incomes by 62% while benefitting the environment. We also partnered with Enveritas and Wageningen University Research piloting a study on value distribution and return on household labour, helping to identify income gaps and inform targeted interventions for farming household. In 2025, we were part of a group of piloting companies testing the Taskforce on Nature-related Financial Disclosures (TNFD) guidance in an effort to step up our Nature Transition Plan.

JDE Peet's played a key role in developing the Common Procurement Principles in collaboration with Global Coffee Platform, IDH and Solidaridad, aiming to strengthen the economic sustainability of coffee farmers through more responsible procurement practices. The principles mark a shift away from a sole focus on certification towards greater emphasis on how coffee is actually sourced, including longer-term partnerships, improved risk-sharing and more predictable demand. The work is aligned with established frameworks such as the Ethical Trading Initiative, highlighting that purchasing practices must support rather than undermine decent working and living conditions in supply chains. Through its contribution, JDE Peet's has helped translate these principles into practice, exploring how commercial decisions can be more closely linked to living income and sustainable production goals.

In 2025, we increased the compliance of our Cost of Goods Sold (COGS) suppliers, supporting our 2027 goal towards 100% compliance for tier 1 COGS suppliers with our humanw rights due diligence, reaching 78% overall compliance versus 67% in 2024.

Double materiality assessment light review was carried out in 2025. During this update, we performed desk research, peer reviews, considered major events, and ran focus groups with internal stakeholders to realign our material topics. Our 2025 light review reflects insights from peer reviews, ESRS requirements and internal expert sessions with the following outcome:
• Water and wastewater management in our Operations has been removed from the material list due to its low financial risk, as we no longer operate in water-stress regions and updated datasets with broader information available.

• Water management in upstream has been added as a material topic mainly due to its direct link to coffee availability and long-term business continuity. It is managed through our Responsible Sourcing approach, Sustainable Agriculture practices and our Human Rights and Environmental Due Diligence.
• We expanded the scope of Human Rights to include our own workforce, primarily in response to internal events and the availability of more comprehensive workforce-related data as we progress towards compliance with our Operations Human Rights Due Diligence.

Contact person for the report (name and title)

Eva Gullerud, sustainability lead

Email for contact person for the report

eva.gullerud@jdecoffee.com

Supply chain information

General description of the enterprise's sourcing model and supply chain

JDE Norge buy our coffee from JDE's central sourcing company KDE Netherlands. KDE Netherlands buy our coffee through traders and local exporters. JDE source approximately 8% of the world's coffee. Norway also buy coffee machines and spareparts through KDE.
Approximately 84% our coffee sales in Norway is produced in our factory in Midtun in Bergen. Our hero brand Friele Frokostkaffe is Norway's most bought and well known coffee brand.
Manufacturing mainly in JDE sites (specialized on product type) + small share of 3rd party supplier. Local logistics operations (Warehousing and Distribution) externalized to local suppliers (Bring, Frigo Scandia).

As a global business, we rely on an extensive supply chain. The majority of our direct material supplier base, other than coffee & tea, are concentrated in packaging materials. Marketing and media make up the majority of our total spend on indirect materials and services.
No significant changes were made to our supply chain in 2025.

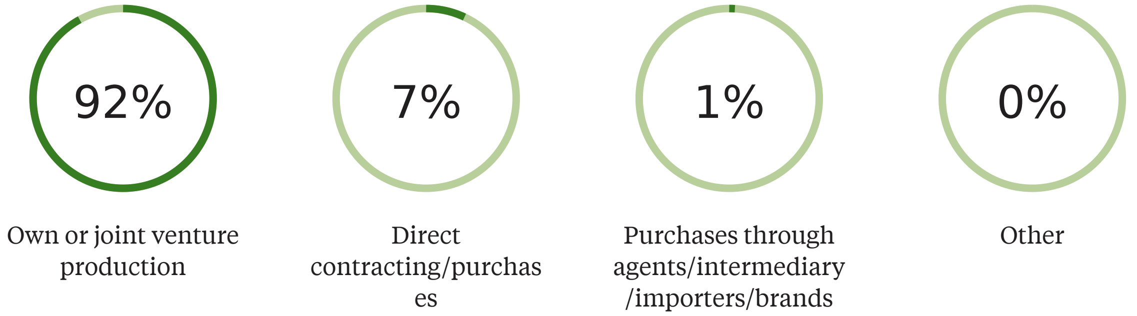
Number of suppliers with which the enterprise has had commercial relations in the reporting year

25

Comments

Responsible and ethical business practices in our supply chains improve our products, allow us to enjoy longterm sustainable and mutually-beneficial relationships with our suppliers and minimise adverse environmental and social impacts associated with the goods and services sourced by JDE Peet’s. We expect our Suppliers to adhere to the policies, principles, standards, and requirements set out in the JDE Peet’s Supplier Code of Conduct (“Code”). This Code is informed by the International Bill of Human Rights, the principles set forth in the International Labour Organization’s 1998 Declaration on Fundamental Principles and Rights at Work, the United Nations Guiding Principles on Business and Human Rights and JDE Peet’s Human Rights Policy: https://www.jdepeets.com/about-us/policies/.

Type of purchasing/ suppliers relationships



Own or joint venture production:
#10 (92%) JDE MU's: Bergen (NO, 84%) , Gävle (SE, 1%), , Andrezieux (FR), Banbury (UK) , Joure (NL), Berlin (DE), Valasske Mezirici (CZ), Kostinbrod MU, Joure tea, Joint Venture: Johan & Nyström,

Direct:
#14 (7,7%): Uelze, DeSter, Friesland, illy, Rauch GmbH, Rauch HU, Paardekooper B.V, Krüger, Leroux, Barry Callebaut, Zengo, Crem, Versuni, Rogaland Konservefabrikk AS, Groupe Lactalis Food Service

Purchases through agents/intermediary/importers/brands:
#1 (0,3%): Friele Foods AS - Leman Norway AS

List of first tier suppliers (producers) by country

JDE MU's: Bergen (NO, 84%)
JDE Gävle (SE, 1%)
JDE Banbury (UK) ,
JDE Joure (NL),
JDE Berlin (DE),
JDE Andrezieux (FR),
JDE Valasske Mezirici (CZ)
JDE Kostinbrod MU (BG)

State the number of workers at first tier producers

Number of workers

Comments to number of workers

Key inputs/raw materials for products or services and associated geographies

Green coffee	Brazil Colombia Guatemala Honduras Kenya Nicaragua Peru Vietnam

In Norway, we sold most coffee from Brazil (57%), Colombia (31%), Peru (3%), Honduras (3%), and other countries (5%): Nicaragua, Kenya, Guatemala, Vietnam

Coffee is grown in over 70 diverse origins, each with unique farming and production systems. JDE Peet's source approximately 8% of the world's green coffee.

Is the enterprise a supplier to the public sector?

Yes

Goals and progress

Process goals and progress for the reporting year

1

Goal :	Directly reach 500.000 smallholder farmers by 2025, by contributing to farmers' prosperity through concrete improvement projects at origin.
Status :	1,046975 beneficiaries

2

Goal :	Working towards 100% responsibly sourced green coffee by 2028
Status :	100% responsibly sourced coffee in Europa and 88,8% globally In preparation for CSDDD implementation, the methodology changed in 2025, aligning 'responsibly sourced' to our HREDD process

3

Goal :	Continue our strategic collaboration with the City Church Mission and volunteer work in 2023, by donating 1 million coffee cups and enabling all employees in Norway to work one day as a volunteer during working hours
Status :	100%

4

Goal :	Reduce absolute Scope 1 & 2 GHG emissions by 43.3% (vs 2020) by 2030
Status :	31%

5

Goal :	Reduce absolute Forest, Land and Agriculture (FLAG) Scope 3 GHG emissions (coffee) by 30.3% (vs 2020) by 2030
Status :	2%

6

Goal :	Reduce absolute non-FLAG Scope 3 GHG emissions (all other materials) by 25% (vs 2020) by 2030
Status :	17,3%

7

Goal :	Deforestation-free across primary deforestation-linked commodities (coffee) in 2025
Status :	99,9%

8

Goal : Towards 100% of our packaging components designed to be reusable, recyclable or compostable by 2030

Status : 85%

9

Goal : Halve our total operational waste (vs 2020) by 2030

Status : 37%

10

Goal : Maintain operational waste-to-landfill under 1% (2030)

Status : 0,8%

11

Goal : 40% women in leadership positions

Status : 38,3%

12

Goal : Maintain voluntary turnover in leadership positions under 9%

Status : 7,4%

13

Goal : Towards 100% compliance of our (non-coffee) COGS suppliers to our Human Rights Due Diligence (by 2027)

Status : 11%

14

Goal : Towards 100% of our direct coffee suppliers went through phase 1 of our human rights due diligence

Status : 78%

15

Goal : Towards 100% of manufacturing sites food safety and quality verified by an internationally recognised certification body

Status : 89%

16

Goal : Working towards 100% responsibly sourced tea

Status: 99,5%

17

Goal: Working towards 100% responsibly sourced palm oil

Status: 100%

Process goals for coming year

1

Working towards 100% responsibly sourced green coffee BY 2028

2

Working towards 100% responsibly sourced tea by 2025

3

Working towards 100% responsibly sourced palm oil by 2025

4

Reduce absolute Scope 1 & 2 GHG emissions by 43.3% (vs 2020) by 2030

5

Reduce absolute Forest, Land and Agriculture (FLAG) Scope 3 GHG emissions (coffee) by 30.3% (vs 2020) by 2030

6

Reduce absolute non-FLAG Scope 3 GHG emissions (all other materials) by 25% (vs 2020 by 2030

7

Deforestation-free across primary deforestation-linked commodities (coffee) by 2025

8

Towards 100% of our packaging components designed to be reusable, recyclable or compostable by 2030

9

Halve our total operational waste (vs 2020) by 2030

10

Maintain operational waste-to-landfill under 1% by 2030

11

40% women in leadership positions by 2025

12

Maintain voluntary turnover in leadership positions under 9%

13

Donate 1 million cups of coffee to City Church Mission Norway in 2026

14

Volunteer work for all employees in Norway through City Church Mission in 2026

15

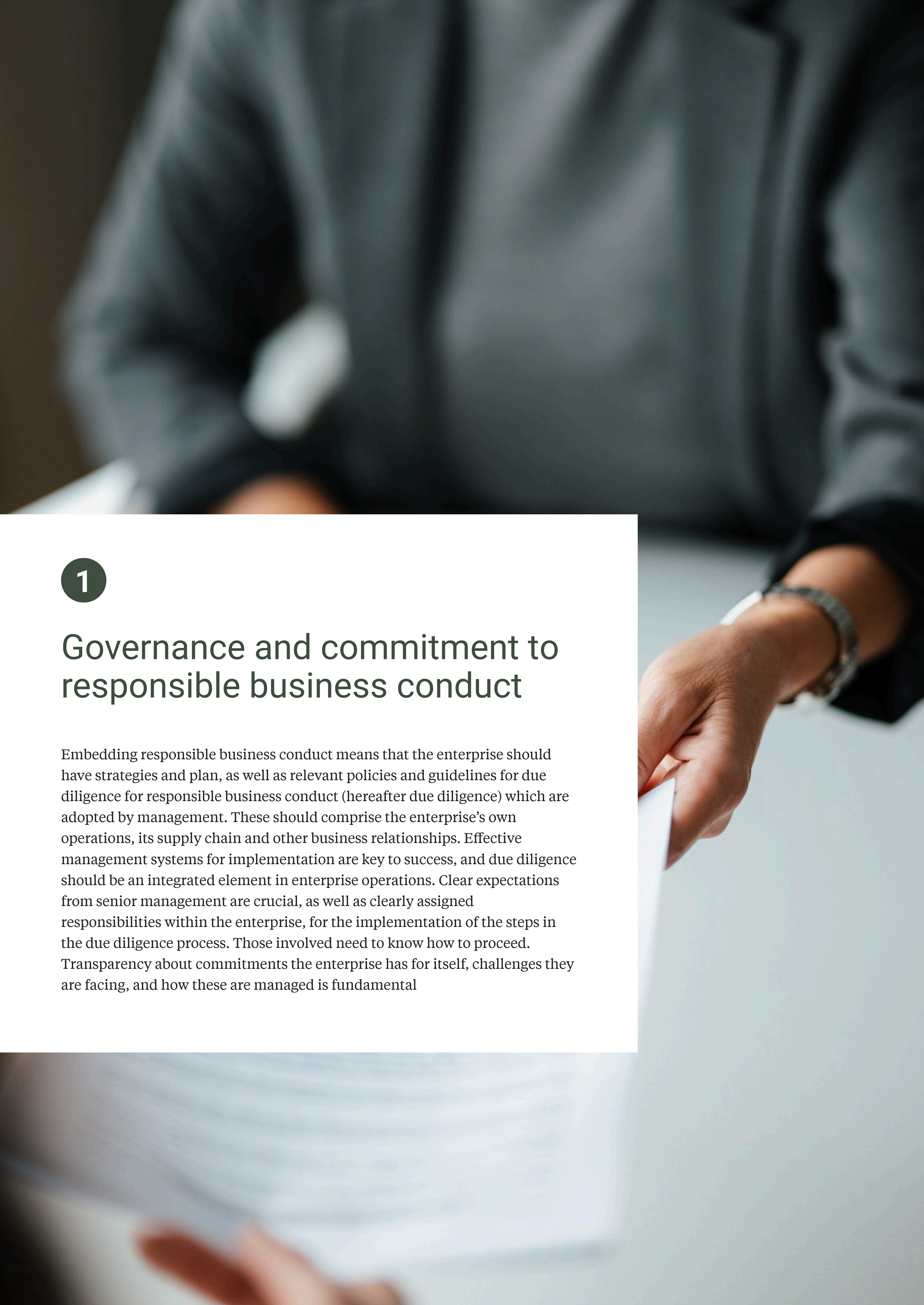
Towards 100% compliance of our Own Operations Human Rights Due Diligence by 2025

16

Towards 100% compliance of our (non-coffee) COGS suppliers with our Human Rights Due Diligenceby 2027

17

Towards 100% of manufacturing sites food safety and quality verified by an internationally recognised certification body by 2025



1

Governance and commitment to responsible business conduct

Embedding responsible business conduct means that the enterprise should have strategies and plan, as well as relevant policies and guidelines for due diligence for responsible business conduct (hereafter due diligence) which are adopted by management. These should comprise the enterprise's own operations, its supply chain and other business relationships. Effective management systems for implementation are key to success, and due diligence should be an integrated element in enterprise operations. Clear expectations from senior management are crucial, as well as clearly assigned responsibilities within the enterprise, for the implementation of the steps in the due diligence process. Those involved need to know how to proceed. Transparency about commitments the enterprise has for itself, challenges they are facing, and how these are managed is fundamental

1.A Policy for own enterprise

1.A.1 Link to publicly accessible policy for own enterprise

https://www.jdeprofessional.no/baerekraft/kilder-og-dokumenter/

1.A.2 What does the enterprise say publicly about its commitments to respect people, animals, society and the environment?

Coffee is our primary raw material. We source approximately 8% of the world's green coffee. Coffee is grown in countries that face significant socio-economic and environmental challenges. Through our Common Grounds programme – Sourcing for Better – we aim to address these challenges.

Our Common Grounds programme embodies our ambition to positively impact people, our planet, and the future of coffee and tea, and is driven by our purpose "To unleash the possibilities of coffee and tea for a better future". The success and resilience of our business is reliant on our ability to deliver positive social and environmental impacts along our supply chain.

Our sustainability strategy spans our entire value chain, and aims to ensure we source our raw materials responsibly, minimize our footprint, and engage our own employees as well as all the communities and partners in our entire ecosystem. As we believe this is vital to the long-term success of the company, we worked dedicated on its execution throughout the year, engaging with stakeholders along the entire supply chain and stepping up our level of ambition for the short and long term.

To support the implementation of our strategy, we have put in place a series of performance targets. For each impact area, we have mapped the related material topics, the concerned stakeholders, the key risks identified, the targets we have set for ourselves, the KPIs we use to monitor our performance and the UN Sustainable Development Goals' we contribute to.

1.A.3 How has the policy/commitment been developed and how is it embedded in the enterprise?

Our sustainability programme, Common Grounds, is integral to our business operations, safeguarding the long-term supply of coffee & tea while ensuring our future. We have made substantial progress in our sustainability journey, and are committed to the future
with independently validated net-zero SBTi targets.

The Board holds ultimate responsibility for overseeing sustainability impacts, risks and opportunities and has approved our double materiality assessment outcome. The CSRD Steering Committee, comprising leaders from various departments, including Sustainability,
Audit, Legal and Investor Relations, reviews and approves sustainability-related information.

The Board firmly believes that sustainability drives longterm value creation, benefiting all stakeholders. As such, sustainability is at the core of our decisionmaking. Aligning our executive remuneration policies with our sustainability agenda reflects this approach.
• Individual objectives - To maintain focus and accountability, we have embedded sustainability targets in the individual objectives of members of the CELT.
• Bonus discretion – The Remuneration Selection & Appointment Committee retains the authority to adjust (up or down) bonus outcomes in specific circumstances, such as reflecting progress against ESG objectives under the Common Grounds programme.
• LTI performance metrics - The Performance Share Unit award granted to the CEO includes ESGspecific metrics tied to progress on GHG emission reduction targets, aligned with our SBTi commitments.

1.B Organisation and internal communication

1.B.1 How is the due diligence work organized within the enterprise, embedded in internal guidelines and routines?

Responsible sourcing is the commercial expression of due diligence and in 2025 we elevated it to a new level. We developed a granular, sub-national risk assessment
fully aligned with our double materiality approach, allowing us to more precisely prioritise risks and interventions. Our focus remains anchored in Human Rights, Farmer Livelihoods, and Climate & Nature, supported by elevated transparency, stronger partnerships, and a sharper link between risk and investment.

We are committed to respecting human rights as defined in key international covenants, such as the International Bill of Human Rights. We adhere to the UN Global Compact Principles, shown by our signatory to the UN Global Compact, and follow the UN Guiding Principles on Business and Human Rights (UNGPs) and OECD Guidelines for Multinational Enterprises. We are also a member of the ILO Child Labour Platform.

HUMAN RIGHTS AND ENVIRONMENTAL DUE DILIGENCE (HREDD) PROGRAMME
In 2025, we continued to strengthen our commitment to protecting the future of coffee & tea by supporting thriving farming communities and safeguarding natural ecosystems. Our due diligence approach covers both human rights and environmental risks, recognising that social and environmental impacts are deeply interconnected—from preventing child labour to addressing deforestation and water use in sourcing regions. Our framework is aligned with the OECD six-step process: (1) embed policy and governance; (2) identify and assess impacts; (3) cease, prevent and mitigate; (4) track progress; (5) communicate; and (6) enable or provide remediation.

Tailored approaches address diverse human rights and environmental risks. We apply a combination of selfassessments, origin-specific evaluations, and thirdparty audits to identify and address risks across our value chain. These activities, together with follow-up mechanisms, form our monitoring and evaluation framework, which is reviewed by independent parties to ensure accountability, transparency, and continuous improvement.

Progress and outcomes are shared through our Annual Reports, corporate's website, and other communication channels. Our Responsible Sourcing Principles and Supplier Code of Conduct set clear expectations for suppliers to uphold ethical standards. These efforts are
led by dedicated teams and overseen by a Human Rights Steering Committee comprising senior management.

HUMAN RIGHTS UPSTREAM, GREEN COFFEE SOURCING
Building on our Common Grounds farmer programmes and collaboration with suppliers, we strengthened our Human Rights and Environmental Due Diligence (HREDD) approach in 2025. Aligned with relevant international standards, this approach combines risk assessments, supplier engagement, and targeted interventions to manage human rights and environmental risks.
By integrating farmer insights into our risk assessments and materiality processes, we ensure that our sourcing practices are not only responsible but also responsive to the realities on the ground. We included all value chain workers who could be materially impacted in our double materiality assessment.

In 2025, our efforts concentrated around setting up a cohesive and complete due diligence system. We enhanced our ability to identify and assess risk in our green coffee supply chain by developing our internal HEV (Hazard, Exposure, Vulnerability) assessment tool. This combines publicly available country-level risk data and farm-level assessments to prioritise high-risk origins for further action. Our risk assessments are fully digitalised, enabling dynamic analysis and informing mitigation strategies and it covers 100% of our green coffee volumes sourced in 2025. We also rolled out supplier self-assessment forms (SAFs) across our sourcing origins to complement this process.
To prevent and mitigate identified risks, we focused on strengthening supplier engagement and due diligence through enhanced assessments, compliance measures, and digital tools.

• Supplier Due Diligence: Supplier due diligence is embedded through risk-level determination and maturity scoring, followed by Corrective Action Plans (CAP) which will be designed and implemented upon the review of self-assessment forms sent out in 2025. We take a risk-based approach to supplier engagement and CAPs, based on the HEV- and self-assessment results. Medium and/ or high-risk suppliers are requested to develop time-bound CAPs to address critical criteria, and progress is tracked to ensure timely completion.
• In 2025, we strengthened our green-coffee Supplier Sustainability Self-Assessment Forms (SAF) and introduced a Third-Party Risk Management tool to further enhance supplier due diligence, improving transparency, accountability, and proactive risk monitoring. The SAF was refined to focus on three key areas aligned with our Human Rights and Environmental Due Diligence (HREDD) process:
• General Assessment: evaluating policies and governance related to business ethics and due diligence.
• Origin-level Assessment Environmental Practices: addressing coffee production practices and environmental management.
• Origin-level Assessment Human Rights and Social Practices: assessing suppliers' approaches to human rights, labour conditions, and social responsibility.

We distributed the SAF to 122 suppliers, representing 98.6% of our 2025 green-coffee volume sourced from 27 origins. Despite the introduction of a new tool and assessment format, suppliers demonstrated strong engagement, reflected in an overall response rate of 86%.
• EUDR Compliance: Regardless of the delay of enforcement of the EU Deforestation Regulation, to increase compliance, we launched the Supplier Evaluation Questionnaire (SEQ), achieving a 94% response rate. The SEQ also evaluates legality risks, including land use rights, labour, and human rights compliance.
We manage risks through a structured, multi-step approach, including annual risk mapping, supplier engagement, and third-party farm-level assessments. In 2025, this included over 78,418 farmer assessments conducted in 26 countries, as well as 122 supplier selfassessments.
Regional challenges are addressed at a landscape level, with public insights on origin risks and mitigation actions shared transparently on our website

In 2025, we increased the compliance of our Cost of Goods Sold (COGS) suppliers, supporting our 2027 goal towards 100% compliance for tier 1 COGS suppliers with our human rights due diligence, reaching 78% overall compliance versus 67% in 2024. By year-end, 97% of EU-based higher-risk COGS suppliers (94% in 2024) and 65% of those outside the EU (76% in 2024), that were required to be onboarded in Sedex or Ecovadis, have been onboarded.
However, onboarding for these higher-risk COGS suppliers is just the first step. To strengthen policy implementation, we monitor: i) SMETA (or equivalent) audit results, ii) related corrective action plans and iii) Ecovadis medal scores. 55% of onboarded higher-risk compliant or higher-risk non-compliant COGS suppliers have either completed audits or received Ecovadis platinum/gold medal in recent years.
In 2025, we also initiated human rights due diligence for our non-COGS (NCOGS) suppliers. Following the riskassessment described in previous Annual Reports, we identified suppliers with the highest inherent risks, which are therefore required to participate in Sedex (or Ecovadis). By year-end, 54% of those high-risk suppliers were registered in Sedex or Ecovadis, representing a significant step towards our 2027 goal.

1.B.2 How is the significance of the enterprise's due diligence work defined and clarified for the employees through their job description (or the like), work tasks and incentive structures?

In 2025, we strengthened our internal network:

• A Programme Lead sits within Operations, embedding human rights into the heart of our business.

• A global coordinator connects a team of local champions, employees on the ground who operationalise our SOP, schedule audits, and engage directly with workers.

• Monthly forums and quarterly leadership reviews keep dialogue open and action visible.

• Human rights due diligence is embedded in daily operations across all functions.

Our Codes of Conduct underline our commitment to ethical behaviour and compliance with the legal requirements of the countries in which we operate and serve to foster a culture of integrity, ethics and legal compliance. We conduct a global e-learning of our Code of Conduct every two years.

1.B.3 How does the enterprise make sure employees have adequate competence to work on due diligence for responsible business conduct?

Building internal capability is essential to embedding human rights into our business practices. We aim to engage leadership positions as much as possible on the topic of human rights.
In late 2023, we launched an initial leadership briefing, followed by an in-depth awareness session for senior leaders in 2024. Our Human Rights Due Diligence (HRDD) e-learning,
introduced in 2024, remains available to all employees. It explains our due diligence framework and Standard Operating Procedures (SOPs) for green coffee sourcing, procurement, and own operations. By the end of 2025, 91% of employees completed the training.

Operationalisation in 2025: We focused on continuing to translate policy into action. Targeted onboarding and training sessions were delivered to manufacturing teams, equipping them to apply SOPs, identify site-level risks, and implement remediation processes. These efforts mark a key step in embedding human rights into day-to-day decision-making

1.C. Plans and resources

1.C.1 How are the enterprise's commitments to respect people, animals, society and the environment embedded in strategies and action plans?

All our initiatives are gathered under one program, "Common Grounds", comprised of three pillars: Responsible Sourcing, Minimising Footprint and Connecting People and its foundation, Upholding Standards. Bringing all our ongoing sustainability work together under one programme.

We have deployed an ongoing risk management process that follows a multi-step approach, focusing on risk assessment, supplier engagement, risk mitigation, and risk management. This is our **Assess, Address, Progress** approach. Each year we run the risk mapping process, which includes a thorough understanding of inherent country risks, supported by third-party farm-level assessments and data from our Supplier Self-Assessment process. We are assessing the risks on a regional level to ensure we tackle the issues in the right regions. We publicly share these origin risks on our website, including the level of risk from low to high. This is the "Assess" part of our approach.
All our projects prioritise smallholder farmers and their communities, focusing on scalable and replicable interventions that drive meaningful change. Most coffee farmers lack the financial means to invest in building resilience to improve their financial stability and preventing negative environmental and social impacts. For that reason, our Common Grounds programme focuses ('Address') on investing into farmer resilience.
Most projects are focusing on improving farmer income through the implementation of Regenerative Agricultural practices and increasing yields through access to training and economic service solutions and diversifying household income. We also have long-term strategic partnerships to ensure sustainable impact.
We monitor and evaluate 'Progress' by collecting data on project inputs, outputs, and outcomes. These initiatives aim to secure the future of coffee & tea by enhancing farmer resilience, capabilities and address human rights and environmental issues.
Read more here: https://www.jdepeets.com/sustainability/responsible-sourcing/

1.C.2 How are the strategies and action plans for sustainable business conduct followed up by senior management and the board?

The Board holds ultimate responsibility for overseeing sustainability impacts, risks and opportunities and has approved our double materiality assessment outcome.
The CSRD Steering Committee, comprising leaders from various departments, including Sustainability, Audit, Legal and Investor Relations, reviews and approves sustainability related information.

SUSTAINABILITY GOVERNANCE
The Board regularly, but at least two times per year:
• Oversees the implementation of the sustainability agenda and policies including climate change
• Reviews progress on ESG-related matters, including climate-related issues as well as responsible sourcing, packaging, water, waste, health and safety, and diversity, equity and inclusion
• Monitors the progress of our Common Grounds sustainability programme, goals and targets.
• Reviews the input and recommendations of the Audit Committee in relation to sustainability topics
• Discusses the setting of targets related to material impacts, risks and opportunities and the way to monitor these.

In Norway, the sustainability team is part of a monthly global sustainability meeting with the aim to share learnings, successes and raise concerns, and the Nordic Sustainability Manager is part of networks and platforms with regular meetings with Northern Europe, Europe and global.

1.D Partnerships and collaboration with business relationships

1.D.1 How does the enterprise communicate the importance of responsible business conduct in its business relationships?

Responsible and ethical business practices in our supply chains improve our products, allow us to enjoy longterm sustainable and mutually-beneficial relationships with our suppliers and minimise adverse environmental and social impacts associated with the goods and services sourced by JDE Peet's.

We expect our Suppliers to adhere to the policies, principles, standards, and requirements set out in this JDE Peet's Supplier Code of Conduct ("Code"). This Code is informed by the International Bill of Human Rights, the principles set forth in the International Labour Organization's 1998 Declaration on Fundamental Principles and Rights at Work, the United Nations Guiding Principles on Business and Human Rights and JDE Peet's Human Rights Policy: https://www.jdepeets.com/about-us/policies/

Products supplied to JDE Norge AS must comply with applicable laws and regulations for Norway and, if requested, suppliers must provide us with traceability information and due diligence undertaken.
JDE Norge reserves the right to verify Suppliers' compliance with this Code through due diligence including self-assessments and audits or other monitoring activities. For Norway our suppliers needs to sign our CoC and we regularly also randomly select local suppliers for internal control. Norway are responsible for the consequences of any irregularities resulting from non-compliance with controls or insufficient diligence in their execution. If the Supplier is not able, fails, or refuses to correct or remediate noncompliance with this Code within a specific timeframe, JDE Peet's may suspend or terminate the relationship.

Our Responsible Sourcing Principles and Supplier Code of Conduct set clear expectations for suppliers to uphold ethical standards. Tailored approaches address diverse human rights risks across our operations, focusing on manufacturing, coffee & tea sourcing, and other procurement activities.

Coffee sourcing Human Rights Due Diligence
Aligned with OECD guidelines, we implemented a three-phase approach to human rights due diligence in our coffee sourcing.
Phase 1 – We distributed self-assessment questionnaires to our direct coffee suppliers to evaluate their human rights due diligence maturity. We closely monitored the response rate and submission progress.
Phase 2 – We conducted a risk assessment of these suppliers, considering the quality of their self-assessment responses, sourcing volumes (likelihood), and origin risk scores (severity).
Phase 3 – We continue to monitor and evaluate suppliers' progress in addressing identified risks and strengthening their due diligence processes.
The objective of this due diligence is to ensure that by 2027 all green coffee suppliers adhere to our Human Rights Due Diligence programme.

Non-coffee & tea COGS suppliers Human Rights Due Diligence
Supplier compliance coverage tracks the percentage of JDE Peet's other non-coffee & tea COGS suppliers fully aligned with our due diligence process. Risk assessments, based on supplier location using the Sedex platform (or Ecovadis), are central to this metric. Third-party audits, including SMETA, further support compliance by evaluating labour, health and safety, and environmental performance, with corrective action plans provided for improvement.

1.E Experiences and changes

1.E.1 What experiences have the enterprise encountered during the reporting period concerning responsible business conduct, and what has changed as a result of this?

Environmental Due Diligence (HREDD) approach, our work on farmer livelihoods is now directly anchored in the Hazard-Exposure-Vulnerability (HEV) risk assessment that identifies where adverse impacts are most likely, most severe, or where farmers have the least resilience.
This shift means our investments in the Common Grounds farmer programme are increasingly targeted toward locations and risks where due diligence requires concrete action, whether through mitigation measures, farmer support projects, or human rights remediation pathways. By linking our livelihood interventions to the HEV outcomes and supplier due-diligence maturity assessments, we ensure that projects address material risks and contribute to preventing, mitigating or remediating the issues identified in our HREDD framework. As a result, and in line with our updated KPI framework, farmers' livelihoods remain at the core of our programme explicitly designed to address prioritised risks and strengthen resilience in our supply chain. We will no longer report on the previous target of "smallholders reached"; however, we will continue to track the total number of beneficiaries reached through our on-the-ground interventions.

Our 2025 Double Materiality Assessment light review reflects insights from peer reviews, ESRS requirements and internal expert sessions with the following outcome:
• Water and wastewater management in our Operations has been removed from the material list due to its low financial risk, as we no longer operate in water-stress regions and updated datasets with broader information available.
• Water management in upstream has been added as a material topic mainly due to its direct link to coffee availability and long-term business continuity. It is managed through our Responsible Sourcing approach, Sustainable Agriculture practices and our Human Rights and Environmental Due Diligence.
• We expanded the scope of Human Rights to include our own workforce, primarily in response to internal events and the availability of more comprehensive workforce-related data as we progress towards compliance with our Operations Human Rights Due Diligence.

2 Defining the focus for reporting

Identify and assess the enterprise's impact on people, animals, society and the environment

“Identify and assess” is about identifying the enterprises's risk for, and actual negative impact on, people, animals, society and the environment, including in the supply chain and through business relationships. As a first step the enterprise should get an overall risk picture, before subsequently prioritising further mapping and measures where the risk of negative impact is the greatest, i.e. salient issues. The enterprises's involvement in the negative impact on people, animals, society and the environment is central to determine which measures the enterprise should implement in the next step of the due diligence model. Involvement of stakeholders, especially those affected, is central when assessing risks. It is also important to consult with stakeholders when implementing measures to manage the negative impact.

2.A Mapping and prioritising

PRIORITISED ACTUAL OR POTENTIAL NEGATIVE IMPACT ON PEOPLE, ANIMALS, SOCIETY, AND THE ENVIRONMENT

Prioritising one or more risk areas on the basis of severity does not mean that some risks are more important than others, or that the company should not take action on other risks, but that risks with the greatest negative impact are prioritised first. Mapping and prioritisation are a continuous process.

2.A.1 List prioritized significant risks and/or actual negative impacts on people, animals, society and the environment.

Salient issue	Related topic	Geography
Farmers livelihoods	Freedom of association and collective bargaining Wages	Global
Scaling regenerative agriculture	Environment Waste Water	Global
Climate action	Environment Emission Greenhouse gas emission Energy	Global
Stopping deforestation	Environment Emission	
Packaging and circularity	Environment Waste Use of materials	
Human rights due diligence	Forced labour Freedom of association and collective bargaining Child labour Discrimination Harsh and inhumane treatment Occupational Health and safety Wages Working hours Regular employment Marginalized populations	
Human Capital Management	Discrimination Occupational Health and safety Wages Working hours	

Diversity, equity and inclusion	Discrimination Occupational Health and safety Wages	
Product safety and quality	Occupational Health and safety Environment Use of materials	

Through proactive management of environmental and social risks, we bolster our resilience in a rapidly evolving world.
As part of the double materiality assessment in 2023, and in line with the European Sustainability Reporting Standards (ESRS) definitions, we captured both impact and financial perspectives. We assessed all assets and activities in our own operations, as well as in the upstream and downstream value chain. Following the three-year cycle, a light review was carried out in 2025.

Our double materiality assessment light review in 2025 identified 10 material topics and their associated IROs across the value chain. These material topics and IROs are managed through our Common Grounds strategy, aligned with its three pillars and the foundational initiative, Upholding Standards.

Water and wastewater management in our operations has been removed from the material list due to its low financial risk, as we no longer operate in water-stress regions and updated datasets with broader information available.
Water management in upstream has been added as a material topic mainly due to its direct link to coffee availability and long-term business continuity. It is managed through our Responsible Sourcing approach, Sustainable Agriculture practices and our Human Rights and Environmental Due Diligence.

JUSTIFICATION FOR THE PRIORITISATION OF RISKS OF NEGATIVE IMPACT ON PEOPLE, ANIMALS, SOCIETY, AND THE ENVIRONMENT

2.A.2 Describe: a) the enterprise's routines for mapping and identifying risk and show how the negative impact was identified and prioritized b) activities or sections of the enterprise not covered in this report , if any (product groups, own products, departments etc.), and why c) how the information was gathered, what sources were used, and which stakeholders have been involved d) whether you have identified areas where information is lacking, and how you are planning to proceed to collect more information about this.

At JDE Peet's, our Responsible Sourcing approach is aligned with internationally recognised frameworks, including the OECD Due Diligence Guidance for Responsible Business Conduct.

Central to our Due Diligence framework, our Assess, Address, Progress approach enables us to take action to prevent or reduce negative impacts on people and the environment in our supply chain. This approach builds on years of expertise in the sector and incorporates new tools and technologies that support our goals.
• Assess: Third-party assessments have been conducted to understand and map our supply chains and identify focus areas. This includes a representative sample of on-the-ground farmer assessments, covering critical areas, using the Global Coffee Platform Coffee Sustainability Reference Code, and focusing on key issues such as child labour, working conditions, and climate impact.
In 2025, 78.418 farmer assessments were included and conducted in 26 countries.

We also engage suppliers in self-assessments to evaluate their responsible business practices and the risks and opportunities within farming communities.
Together with third-party farm-level assessments, the data collected through the SAF informs our broader risk assessments.

In 2025, our efforts concentrated around setting up a cohesive and complete due diligence system. We enhanced our ability to identify and assess risk in our green coffee supply chain by developing our internal HEV (Hazard, Exposure, Vulnerability) assessment tool.
This combines publicly available country-level risk data and farm-level assessments to prioritise high-risk origins for further action. Our risk assessments are fully digitalised, enabling dynamic analysis and informing mitigation strategies and it covers 100% of our green coffee volumes sourced in 2025.

We also rolled out supplier self-assessment forms (SAFs) across our sourcing origins to complement this process.

In 2025, we strengthened our green-coffee SAF and introduced a Third-Party Risk Management tool to further enhance supplier due diligence, improving transparency, accountability, and proactive risk monitoring.

We distributed the SAF to 122 suppliers, representing 98.6% of our 2025 green-coffee volume sourced from 27 origins. Despite the introduction of a new tool and assessment format, suppliers demonstrated strong engagement, reflected in an overall response rate of 86%.

Procurement of other goods and services / non-coffee supply chain:

We have adopted an ongoing risk management framework that prioritises supplier engagement, comprehensive risk assessments, targeted remediation, and actionable planning. This approach helps us identify suppliers meeting our standards and those needing structured improvement plans with clear timelines. Using the Sedex platform, we assessed approximately 12,000 supplier sites, covering both Cost of Goods Sold (COGS) and non-COGS suppliers. Sedex evaluates eight critical human rights risks, aligning with the International Labour Organization (ILO) Conventions:
• Forced labour
• Discrimination
• Freedom of association

• Gender
• Children and young workers
• Regular employment
• Working hours
• Health, safety and hygiene.

To ensure due diligence, we assess COGS suppliers based on their inherent risk score from the Sedex platform and our annual spend with each supplier. Our standard procedure defines four risk thresholds, including low-risk suppliers which are deemed compliant, while higher-risk suppliers require closer monitoring, frequent audits, and onboarding onto platforms such as Sedex or Ecovadis. This targeted approach enables more effective collaboration and prioritisation. A key deliverable is the corrective action plan, which outlines required improvements and tracks progress post-audit to maintain supplier alignment with our standards. Insights from the COGS procedure also inform processes for non-COGS suppliers, addressing their unique supply chain risks.

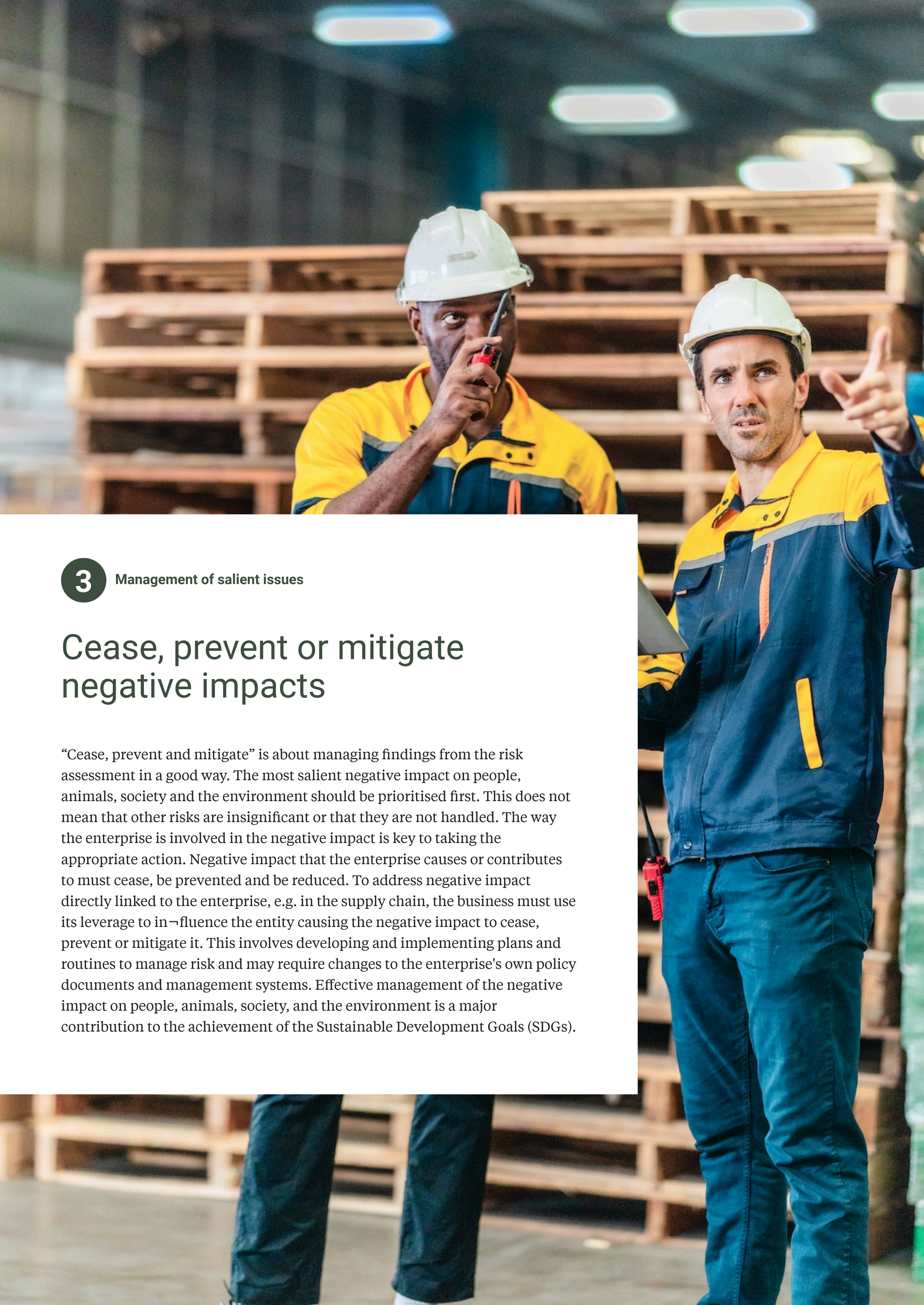
In 2025, we increased the compliance of our COGS suppliers, supporting our 2027 goal towards 100% compliance for tier 1 COGS suppliers with our human rights due diligence, reaching 78% overall compliance versus 67% in 2024. By year-end, 97% of EU-based
higher-risk COGS suppliers (94% in 2024) and 65% of those outside the EU (76% in 2024), that were required to be onboarded in Sedex or Ecovadis, have been onboarded.
However, onboarding for these higher-risk COGS suppliers is just the first step. To strengthen policy implementation, we monitor: i) SMETA (or equivalent) audit results, ii) related corrective action plans and iii) Ecovadis medal scores. 55% of onboarded higher-risk compliant or higher-risk non-compliant COGS suppliers have either completed audits or received Ecovadis platinum/gold medal in recent years.
In 2025, we also initiated human rights due diligence for our non-COGS (NCOGS) suppliers. Following the riskassessment described in previous Annual Reports, we identified suppliers with the highest inherent risks, which are therefore required to participate in Sedex (or Ecovadis). By year-end, 54% of those high-risk suppliers were registered in Sedex or Ecovadis, representing a significant step towards our 2027 goal.

Our mid-term goal is to get to full compliance with our due diligence across all COGS and NCOGS suppliers globally, supported by ongoing monitoring. We will keep learning by implementing our policies with the goal to identify where our COGS and NCOGS due diligence can improve, enhancing effectiveness and enabling proactive impact management.

ADDITIONAL SEVERE IMPACTS

2.A.3 Describe other risks of negative impacts on people, animals, society and the environment that were identified but not prioritized, and how these have been handled.

We recognise that human rights issues, including child labour, forced labour and harassment, are complex and require solutions involving other industry players, governmental institutions and other relevant stakeholders, including NGOs.
We are proud of our achievements, but we recognise that significant work remains to ensure our long-term sustainability. Due to the complex and opaque coffee value chain, and several intermediate actors, this is a systemic issue that requires collaborative action by all stakeholders in the value chain.



Cease, prevent or mitigate negative impacts

“Cease, prevent and mitigate” is about managing findings from the risk assessment in a good way. The most salient negative impact on people, animals, society and the environment should be prioritised first. This does not mean that other risks are insignificant or that they are not handled. The way the enterprise is involved in the negative impact is key to taking the appropriate action. Negative impact that the enterprise causes or contributes to must cease, be prevented and be reduced. To address negative impact directly linked to the enterprise, e.g. in the supply chain, the business must use its leverage to in¬fluence the entity causing the negative impact to cease, prevent or mitigate it. This involves developing and implementing plans and routines to manage risk and may require changes to the enterprise's own policy documents and management systems. Effective management of the negative impact on people, animals, society, and the environment is a major contribution to the achievement of the Sustainable Development Goals (SDGs).

3. A Cease, prevent or mitigate

3.A.1 Describe goals and progress status for the measures you have implemented to reduce the enterprise's prioritized negative impact

	Farmers livelihoods
Goal :	Engaging smallholder farmers. Through our Common Grounds programme and multistakeholder collaborations, we work closely with farming communities, suppliers, NGOs, and (local) governments to support farming communities' prosperity and uphold human rights. These initiatives aim to secure the future of coffee & tea by improving farmer resilience, addressing human rights concerns, and tackling environmental issues.
Status :	2025: Number of beneficiaries reached in total since 2015: 1,046,975 Number of smallholder farmers reached during the year: 211,478
Goals in reporting year :	Directly reaching 500,0000 smallholder farmers by 2025 (since 2015). We will no longer report on the previous target of "smallholders reached"; however, we will continue to track the total number of beneficiaries reached through our on-the-ground interventions. Beneficiaries are individuals — women and men, including farmers, workers, youth and children — who have been formally engaged and registered by the project's implementing partner (such as a supplier, NGO or local government entity). This includes individuals who have received relevant forms of support, exposure or inclusion within the scope of the project. Such support may comprise capacity-building and practical skills training, provision of essential inputs (including quality seedlings, soil testing, infrastructure and tools), and facilitation of access to finance. Our definition includes producers of coffee, tea, palm oil, and coconut oil. We track 'beneficiaries reached' annually, identifying those registered by the project implementing partner as beneficiaries of field projects funded by JDE Peet's. In order to count beneficiaries as reached, they need to be recorded as part of an active project in the relevant reporting tool as a recipient of the specific training/services of that project.

Describe already implemented or planned measures :

Our Common Grounds Farmer Programme dates back to 2015, where we continue to increase both the scale and reach through investments and partnerships in our key sourcing regions. We engage with farmers and situations in our sourcing regions to better **assess** the challenges and then actively invest to **address** issues and drive **progress.**

Our projects prioritize smallholder farmers and their communities, focusing on scalable and replicable interventions that drive meaningful change. Farmers are actively engaged throughout project design, implementation, and evaluation.
We monitor progress using data on project inputs (such as coffee seedlings distributed, trees planted, and training participation), outputs (such as adoption of intercropping), and outcomes (such as improved income, productivity, and soil health). Independent assessments validate results, including farmer awareness and satisfaction levels.
We manage risks through a structured, multi-step approach, including annual risk mapping, supplier engagement, and third-party farm-level assessments. In 2025, this included over 78.418 farmer assessments conducted in 26 countries.
Regional challenges are addressed at a landscape level, with public insights on origin risks and mitigation actions shared transparently on our website.

Using our Assess, Address, Progress methodology, we identify and address risks in vulnerable regions, partnering with suppliers, vulnerable communities, local authorities, and human rights organisations to implement effective solutions.
We openly share the Address phase on our website, highlighting farmer programmes, the number of beneficiaries, and our partner organisations. Risk assessment insights guide opportunities for farmer support through Common Grounds projects or suppliers' action plans to address social and environmental challenges. Suppliers submit action plans annually, with progress reviewed at least once a year:
https://www.jdepeets.com/sustainability/responsible-sourcing/

KEY ACTIVITIES THROUGH COMMON GROUNDS IN 2025
• Technical assistance
We currently manage 59 active projects across 22 countries providing training in climate-smart and regenerative agriculture to boost farm productivity and farmer income. Of these projects, 55 focus on coffee, 1 on coconut, and 1 on palm.
• Regenerative Agriculture Expansion
We initiated several new farmer programmes focussing on regenerative agriculture. In Peru, for example, in collaboration with long-term partner TechnoServe and building on the success of the first phase of the Café Alliance programme, we launched Café Amazonia Resiliente, partnering with the regional governments of Huanuco and San Martin to scale the adoption of regenerative practices for more than 12,500 farmers.
• Nurseries and mother gardens
We established facilities to distribute disease- and climate-resilient coffee varieties, with 7,286,275 seedlings distributed to date. For example, in 2025 we partnered with World Coffee Research in Peru and Uganda. In Uganda, the partnership focuses on Robusta activities to improve availability and accessibility of quality planting material for coffee farmers.
• Water sanitation
We addressed water sanitation issues in local communities in Brazil, the Growing Together project with Comexim distributed 69 bio-digesters to farming communities, safeguarding local water basins from exploitation and contamination.
• Collective Action
As an initiator and co-investor in the Collective Action Plan for Uganda, together with the Global Coffee Platform and fellow member companies, the programme aims to provide renovation and rehabilitation services to over 9,750 farmers, leveraging youth organised into Youth Business Units to deliver training and services to farmers. This supports farmers in increasing their productivity and yield while also creating employment opportunities for rural youth in Uganda.
• Women's empowerment
We promoted women's empowerment across all our projects, engaging 58,859 women through our Common Grounds programme in 2025.

• Living Income
Recognising the need for collective action, we are proud to be a founding signatory of the ICO Public- Private Taskforce. Through the Living-Prosperous Income Workstream, we collaborate with industry peers to address income gaps for coffee farmers, supporting long-term sector resilience.

Describe actual or expected results of the measures, as well as goals and activities for the coming reporting year :

In 2025, JDE Peet's made significant strides in improving farmers' livelihoods through our Common Grounds programme.
On International Coffee Day, we celebrated ten years of our Common Grounds farmer programme, using this opportunity to make a call to action to the sector to work together on the Regenerative Coffee roadmap and secure the future of coffee.

A key element of JDE Peet's Common Grounds sustainability strategy, our farmer programmes are designed to enhance the resilience of the coffee supply chain – benefiting consumers, industry players and coffee farmers – by driving regenerative agriculture, supporting farmer prosperity and creating thriving coffee communities. In 2025, we established over 21 new projects across 9 countries, supporting cumulatively over 1,046,975 beneficiaries.

As a pure-play coffee company, we invest in the longterm resilience of farming communities and the environment. Our Common Grounds programme reflects a strategic, long-term vision, with initiatives typically spanning four to five years. By 2030, we aim to invest in a range of projects that improve farmers' livelihoods and address key social and environmental issues, including training and deploying dedicated global resources to drive delivery.

Addressing human rights issues requires collaboration. We work with stakeholders, including NGOs such as the International Labour Organisation, Terre des Hommes, Elucid, CARE International, UNICEF, Verité, and World Vision, alongside governmental bodies and industry peers, to tackle systemic issues. Using our Human Rights and Environmental Due Diligence process, we identify and address risks in vulnerable regions, partnering with suppliers, vulnerable communities, local authorities, and human rights organisations to mitigate and remediate for effective solutions.

	Scaling regenerative agriculture
Goal :	Our company depends on sustainable agriculture and healthy ecosystems, thus securing the future of coffee and tea, with an inclusive approach to responsible sourcing.
Status :	Responsibly sourced green coffee Europe: 100%
Goals in reporting year :	Working towards 100% responsibly sourced green coffee

Describe already implemented or planned measures :

Through our Responsible Sourcing pillar, we empower smallholder farmers with training, tools and resources, including climate-resistant seedlings, agroforestry practices, cover cropping, and safe agrochemical use. By collaborating with farming communities, suppliers, NGOs and local governments, we promote sustainable practices that improve soil health, optimise fertiliser use, and support regenerative farming to enhance productivity and sustainability.
NGOs, civil society and local governments are key to our materiality assessments and project design. We collaborate regularly on environmental and social topics, participate in benchmarks and surveys, and collaborate on Common Grounds projects through discussions and steering committees.

As a pure-play coffee company, our business depends on sustainable agriculture and healthy ecosystems. Coffee relies on finite environmental assets, requiring careful stewardship. Soil health provides vital nutrients for growth, while consistent rainfall supports rain-fed farms in many regions. Biodiversity enhances resilience through ecosystem services such as disease prevention, pest control, and pollination. Shade trees protect crops from extreme weather, and surrounding vegetation preserves water resources, ensuring longterm water availability.

Coffee supply chains are closely linked to natural habitats, rich in biodiversity. Unaddressed naturerelated risks threaten business continuity. Aligned with the Global Biodiversity Framework, SBTN and TNFD, we assess impacts, risks, and opportunities.
Farmers face declining productivity due to poor soil fertiliser management, harming soil invertebrates and the birds that feed on them. Without action, ecosystem decline risks disrupting the systems coffee relies upon, leading to lower yields, an increase in pests and diseases, and rising costs. These systemic risks could reduce supply, limit coffee diversity, and impact longterm availability.

DRIVING RESPONSIBLE SOURCING THROUGH ENHANCED HUMAN RIGHTS AND ENVIRONMENTAL DUE DILIGENCE
2025 marks a pivotal step forward in how we define and measure “Responsibly Sourced” green coffee at JDE Peet’s. While our commitment to the highest standards remains unchanged, we have strengthened our approach to reflect the growing importance of Human Rights and Environmental Due Diligence (HREDD) processes throughout our supply chains.
Previously, our Responsibly Sourced target focused on the proportion of coffee certified and verified by industry-recognised schemes, schemes that continue to play an important role in driving sector-wide

progress.
Today, our Responsibly Sourced target is directly linked to our due diligence processes, in line with the OECD Guidelines for Responsible Business Conduct and evolving regulatory requirements.
In response to the evolving EU due-diligence regulatory landscape, including the forthcoming Corporate Sustainability Due Diligence Directive (CSDDD), we have revised the timeline for our Responsibly Sourced target from 2025 to 2028. This adjustment is intended to support the consistent application of our updated definition—grounded in human rights and environmental due diligence (HREDD) processes—and to align our approach with anticipated legislative expectations.
This adjustment reflects both the complexity of global supply chains and our commitment to applying due diligence comprehensively across all origins.

Responsible sourcing is about more than compliance. It is about understanding the real challenges faced by coffee producers and communities and taking meaningful action to mitigate them. We acknowledge that risks remain and that our supply chains have challenges, but we are committed to making a tangible impact through collaboration and continuous improvement. By embedding our Responsibly Sourced KPI within our HREDD framework, we underscore our focus on responsible coffee sourcing. Our enhanced approach is intended to support proactive action and extend beyond baseline compliance by promoting transparency, sustainability, and respect for human rights in our sourcing practices, while seeking to contribute to meaningful, lasting benefits for people, communities, and the environment.

INTERRELATIONSHIP BETWEEN NATURE AND LIVELIHOODS
Regenerative agriculture is central to protecting ecosystems, enhancing productivity and improving farmers' livelihoods. By adopting environmentally friendly practices, coffee plots can reach their full potential, reducing the need to expand into native vegetation while boosting land productivity and farmer resilience.
Our Responsible Sourcing Principles are aligned with regenerative agriculture principles and focus on agroforestry, cover cropping, intercropping and soil management. Insights from third-party data and supplier assessments highlight challenges such as poor soil health and excessive fertiliser use, particularly in hilly agroforestry systems common to coffee farming.
Without investments, declining yields risk undermining both ecosystems and coffee availability.
Regenerative practices, including shade management, soil conservation and cover cropping, and integrated weed, pest, disease and nutrient management, are central to our net-zero goals, supporting biodiversity, and climate resilience.

COLLABORATION IS KEY TO UNLOCKING VALUE
Through our Responsible Sourcing pillar, we aim to support coffee farmers by facilitating access to training, tools, and resources, such as climate-resilient seedlings, agroforestry practices, cover cropping, and guidance on safe agrochemical use. In collaboration with farming communities, suppliers, NGOs, and local authorities, we work to encourage practices that can improve soil health, optimise fertiliser use, and advance regenerative approaches intended to strengthen productivity and long-term sustainability.
NGOs, civil society and local governments are key to our project design. We collaborate on environmental and social topics, participate in benchmarks and surveys, and join forces on Common Grounds projects through discussions and steering committees. To meet evolving consumer preferences for regeneratively produced goods, we work with the Global Coffee Platform and industry members to define and measure coffee grown under sustainable conditions.

POLICY
Our Responsible Coffee Sourcing Principles set best practices for sustainable sourcing, focusing on climate resilience and regenerative agriculture to reduce negative impacts of green coffee cultivation. Built around sustainability of land, equality of people and farmer prosperity, they address key topics such as soil fertility, water efficiency, GHG reduction, biodiversity,
agrochemical use and climate-smart agriculture. These principles promote regenerative practices, guiding suppliers and empowering smallholder farmers to implement best practices that nourish soil and water,

minimise waste, use agrochemicals responsibly, capture carbon and protect and regenerate farming environments. The adoption of these practices across our supply chain helps us progress towards reducing GHG emissions, increasing biodiversity, and safeguarding natural resources, with deforestation and banned pesticide use critical focus areas.

Describe actual or expected results of the measures, as well as goals and activities for the coming reporting year :

Regenerative agriculture remains central to JDE Peet's. Grounded in our Responsible Sourcing Principles, soil, water and fertility management underpin our Common Grounds programme, which promotes best agricultural practices. Our principles address key topics such as deforestation and banned pesticides to drive targeted and effective action.
In 2025, we formally identified upstream water use as a material topic, although it has been embedded in our Responsible Sourcing Principles for several years. Regenerative agriculture has to be approached in a holistic way, where soil, biodiversity and water are all managed in sync to contribute to yield and farmer livelihoods. We will not set separate upstream water related targets, as our sourcing varies each year and water is seen as integrated part of our approach to scale regenerative agriculture.
Through close collaboration with suppliers in coffeegrowing regions, we deliver impactful, communitybased training via our Common Grounds programme, which runs for a minimum of four years and can be extended as needed. In 2025, we supported 76 active farmer projects across 22 countries, each guided by monitoring frameworks, co-created with local partners to ensure meaningful outcomes.

These projects align closely with the mitigation hierarchy.
• Forest conservation initiatives aim to prevent deforestation by promoting coffee cultivation within previously cleared areas.
• Water conservation projects reduce water pollution through sustainable farming practices that limit the use of harmful pesticides and fertilisers.
• Preservation of ecosystems and biodiversity: Training in shade-grown coffee techniques helps protect local ecosystems and reduce environmental impact. In Honduras, we are working with local communities, drawing on traditional knowledge passed down through generations. The farmers collect beneficial fungi, known as mountain micro-organisms, from the forest. They process these fungi to create organic fertiliser, which they apply either as a foliar spray or as a compost additive to enrich the soil.
• Resource efficiency: Water-saving irrigation and energy-efficient processing reduce resource consumption.
• Ecological restoration: We contribute to habitat restoration by planting native trees in degraded areas conducting targeted soil rehabilitation to enhance biodiversity and restore land resilience.

SECTOR ENGAGEMENT
In order to drive scale and adoption of regenerative agriculture, we support the Global Coffee Platform to set the regenerative agriculture standard named RegenCoffee. In partnership with TechnoServe and a leading food & beverage multinational, we launched the business case for regenerative coffee, showcasing its long-term value to drive widespread adoption and accelerate transformation. The Regenerative Coffee Investment Case has found that helping farmers adopt
proven regenerative practices can boost the incomes of more than 3 million smallholders, increase coffee exports by 30%, and cut CO_2e emissions by 3.5 million tons per year, all while enhancing biodiversity and restoring nature.
We collaborate with farmers, suppliers, NGOs, and local governments to co-develop initiatives that promote regenerative farming practices, enhance climate resilience, improve crop quality, protect biodiversity, and strengthen livelihoods. By integrating local and indigenous knowledge—such as that of Vietnam's ethnic minority communities—we help build resilient environmental and socioeconomic systems essential to the future of coffee.

To track progress and refine practices, we collect and share data on key indicators, including soil organic carbon levels and the adoption of soil fertility management techniques.
With the publication of the RegenCoffee Guidance published in September 2025, we now have sectorwide, harmonised definitions of outcomes, indicators, and practices for core areas of regenerative coffee, namely improved soil, better water quality and availability and enhanced biodiversity with reduced pesticide risks. These definitions and practices are not intended to be prescriptive or exhaustive, but are designed to guide the sector in adopting regenerative approaches suited to each local context. This shared understanding of the metrics is essential to demonstrate progress, ensuring that ecological thresholds are clearly defined and widely adopted across the industry.

Aligned with our commitment to sector-wide regenerative coffee practices, we intend to begin reporting on the percentage of regenerative practices adopted and explore strategies to increase uptake across our supply chain.

	Climate action
Goal :	As a pure-play coffee company, building climate resilience across our full value chain is central to our purpose and future value creation. Our approach is unified under our Common Grounds programme, which, in turn, is integrated into how we conduct our business operations and our purpose.
Status :	Reduced absolute Scope 1 & 2 GHG emissions by **31%** (versus 2020) Reduced absolute FLAG Scope 3 GHG emissions (coffee) by 2**%** (versus 2020) Reduced absolute non-FLAG Scope 3 GHG emissions (all other materials) by 17**%** (versus 2020)
Goals in reporting year :	Progress with the near-term targets set for 2030: Reduce absolute Scope 1 & 2 GHG emissions by 43.3% (versus 2020) Reduce absolute FLAG Scope 3 GHG emissions (coffee) by 30.3% (versus 2020) Reduce absolute non-FLAG Scope 3 GHG emissions (all other materials) by 25% (versus 2020) Commit to no deforestation across our primary deforestation-linked commodities, with a target date of 31 December 2025.

Describe already implemented or planned measures :

We take an inclusive approach to our value chain, and believe in de-risking the full coffee ecosystem through collaborative engagement. Our Assess, Address, Progress approach drives continuous improvement, empowering all smallholder farmers to adapt and thrive in an evolving landscape. Rather than restricting our value chain to those with the capacity for self-investment, we prioritise supporting resilience across all participants.
Using GHG emissions as an indicator of risk through clear target-setting, we have established a roadmap to fortify our business, working toward a net-zero coffee ecosystem that can withstand both chronic and transitional climate risks. In 2023, our Board formally approved our transition plan and associated net-zero targets for 2050. Our near-term 1.5°C aligned targets have also been validated through the Science Based Targets initiative, underscoring our commitment to a
sustainable and resilient future.

TRANSITION PLAN
Our commitment to building a resilient business for long-term value creation is guided by assessing climate and nature impacts in line with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations. This approach helps us identify climate risks and opportunities, shaping our strategy with governance and risk management. The resilience analysis, including guidance from the Task Force on Nature-related Financial Disclosures (TNFD), was initially carried out in 2022 and uses both 1.5°C and 4°C scenarios to represent the full breadth of possible outcomes, covering accelerated global action through to a delay, or failure to fully implement, current policy pledges linked to Paris agreement commitments since we are not excluded from the EU Paris-aligned benchmarks.

Describe actual or expected results of the measures, as well as goals and activities for the coming reporting year :

Our actions across Scopes 1, 2 and 3 focus on reducing energy consumption, accelerating decarbonisation and embedding sustainability across our value chain, while supporting our long-term net-zero ambition.

Within Scope 1, we prioritise reducing energy consumption and decarbonising fuel use across our facilities, supported by energy audits, targeted investments in proven technologies and focused research and development.
For Scope 2, our efforts centre on improving energy efficiency and increasing the use of renewable and low-carbon electricity where feasible.

In 2025, for Scope 3, actions covered both FLAG and non-FLAG categories, and focused on sourcing, logistics and product innovation:

Our coffee value chain represents 54,5% of Scope 3 emissions, making responsible sourcing and farmer engagement key to our strategy. We invest in sustainable agricultural practices to reduce emissions from green coffee production, recognising that regenerative farming adoption is a gradual process.
In 2025, we celebrated reaching more than one million farmers since 2015. Currently, 50% of farmers in our value chain utilise some form of regenerative agriculture. We remain committed to supporting practices that benefit farmers and the environment and are on track to meet our deforestation-free targets

Suppliers are integral to our sustainability efforts, with nearly 50% of our raw materials and packaging footprint are now sourced from suppliers committed to SBTi. Among our Tier 1 suppliers, 52 have set SBTi targets reflecting our climate ambitions.

In logistics, we continue to drive optimisation, and we have seen around a 10% drop in our impact since 2020.
More than 100 loads per week were transported by rail throughout 2025. We expanded our use of last-mile electric delivery to 500 vehicles, as well as expanding our use of renewable fuels by choosing partners who are aligned with our climate targets. Teams continue to optimise pallet plans to maximise loads, and optimise our warehouse locations to reduce total distances.

In 2025, innovation continued to drive significant progress in our sustainability goals. Building on our first-to-market launch of paper refill packs in 2024, we continued to roll out the use of paper packs where suitable.
We further scaled our R&D-led nutrition innovations across the portfolio, including Tassimo, reducing both raw material usage and packaging use while maintaining the same consumer experience. Our ongoing transition to mono-material flexible films improved recyclability and often reduced our overall footprint. The removal of plastic over-wrap in our tea portfolio reduced reliance on virgin plastics and also reduced our footprint.

In addition to active investments, collaboration within the coffee sector is critical to our long-term roadmap to meet both our 2030 and 2050 targets.
In 2025, we continued trials with a consortium of partners in Brazil on the use of biochar. The University of Lavras is leading the evaluation, and with the support of one of our strategic coffee suppliers, the project aims to generate publicly available data on the benefits of biochar. We also started biochar projects in both Colombia and Uganda along with our partners, and as part of a broader regenerative agriculture support programme.

We remain focused on enhancing resilience and delivering sustainable, long-term value.
We are strengthening our value chain through close collaboration with upstream suppliers and targeted investments. Our R&D efforts focus on innovation, improving material recyclability, and expanding sustainable materials and ingredients, reinforcing our commitment to environmental responsibility and business success.

	Stopping deforestation
Goal :	We are committed to deforestation-free supply chains, aligned with the Global Biodiversity Framework and the EU Biodiversity Strategy. As coffee is our principal product, our holistic approach extends beyond regulatory compliance to deliver lasting impact. We are committed to eliminating deforestation in coffee cultivation through spatial mapping, remediation, and targeted support for farmers in high-risk regions, working with local authorities and governments to drive progress.
Status :	Deforestation-free green coffee: 99,9%
Goals in reporting year :	Deforestation-free green coffee by 2025

Describe already implemented or planned measures :

Avoiding deforestation is central to our nature transition strategy, ensuring forests are safeguarded. We are working towards deforestation-free supply chains for green coffee, palm oil, cocoa, and paper and pulp by 2025, aligned with the Global Biodiversity Framework and the EU Biodiversity Strategy.
Forests are critical for carbon storage, climate regulation, and biodiversity, providing nature-based solutions for climate adaptation and mitigation.
Forest conservation is essential to achieving our netzero target, with historical deforestation making up 11% of our total carbon footprint today. Preventing any new forest loss will in time eliminate this impact.
Deforestation risks stem from farmers expanding arable land to meet production demands and climate change driving shifts to higher-altitude regions.
The EU Deforestation Regulation (EUDR) strengthens global efforts to combat deforestation by setting stricter rules for commodities linked to deforestation on the EU market. While the EUDR aligns with our Forest Policy, JDE Peet's Deforestation-Free programme exceeds EUDR requirements, advancing global deforestation-free supply chains and supporting our FLAG targets to address climate risks.
As coffee is our principal product, our holistic approach extends beyond regulatory compliance to deliver lasting impact. We are committed to eliminating deforestation in coffee cultivation through spatial mapping, remediation, and targeted support for farmers in high-risk regions, working with local authorities and governments to drive progress.

Our Forest Policy underscores our commitment to protecting forests through our Responsible Sourcing Principles, setting clear and documented expectations of our suppliers.

JDE Peet's engages with suppliers regarding their adherence to our Responsible Sourcing Principles and Supplier Code of Conduct which outline our expectations around deforestation-free commodities.
We collaborate with communities, industry partners, governments, and non-governmental organisations to understand and address deforestation risks and drive local improvements.
Our farmer programmes are designed to support sustainable livelihoods and encourage regenerative agricultural practices within our supply chains. Through these efforts, we aim to help reduce pressures

associated with land conversion, strengthen climate resilience, contribute to the vitality of agricultural communities, and support the long-term protection of
forests within our area of influence.
We work to support the remediation and conservation of degraded landscapes within our supply chains through targeted initiatives, collaboration with multiple stakeholders, and participation in landscape programmes. In these efforts, we seek to respect the free, prior and informed consent (FPIC) of Indigenous Peoples and local communities. Forest restoration is critical to ensure inclusive sourcing, with the potential to help smallholder farmers maintain or regain access to markets over time.
Our Forest Policy is drafted in alignment with the Accountability Framework Initiative and meets the expectations set by the Science Based Targets initiative's net-zero trajectory.

Describe actual or expected results of the measures, as well as goals and activities for the coming reporting year :

In 2025, our efforts were primarily focused on preparing for the EUDR, amid evolving requirements, including a one-year implementation delay. Regardless of this delay, we continued to advance our commitment to deforestation-free sourcing through the implementation of an updated Human Rights and Environmental Due Diligence (HREDD) framework. This framework aligns with the EUDR and integrates protocols based on OECD and CSDDD guidance, structured around the following steps:

1. Embed EUDR due diligence into policies and management systems
As part of our Enterprise Risk Management system, social and environmental risks are assessed in the double materiality assessment. EUDR due diligence is embedded into all policies and management systems ensuring systematic integration into decision making, risk management, and accountability across business.
2. Identify & assess adverse Impacts
We conduct structured risk assessments informed by supply chain mapping, supplier identification, and the collection of geolocation data for production areas where feasible. These assessments are intended to help evaluate potential supply chain risks, including the likelihood of deforestation, supplier reliability, and the effectiveness of existing control measures.
The EUDR compliance risk assessment combines publicly available data with direct third-party assessments of farmers in our supply chain. As a result of this risk assessment each hazard is evaluated based on likelihood and systemic vulnerability, using definitions adapted from the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report.
3. Cease, prevent or mitigate adverse impacts
For social and environmental hazards and EUDR compliance on legality, green coffee suppliers' due diligence maturity is based on the Supplier Assessment Form results.
4. Remediate adverse impacts when appropriate
Grievance mechanisms and remediation actions such as corrective action plans, farmer support projects, human rights interventions, compliance schemes or other remediation action.
5. Monitoring and continuous improvement
To ensure the effectiveness and integrity of the process, we have established a robust monitoring and review framework with the governance, reporting, review cycles and third party audit in place.
6. Communication
Progress and outcomes are communicated through our website and Annual Reports.

STOPPING COFFEE-RELATED DEFORESTATION
Through our efforts in 2024, seven countries — Papua New Guinea, Uganda, Rwanda, Burundi, Tanzania, Kenya and Ethiopia—were verified as deforestation-free for coffee, demonstrating that deforestation can be actively addressed through detailed satellite mapping and close cooperation with governments.

In 2025, we renewed and expanded these efforts by bringing the wider coffee sector together, ensuring that both the responsibility and costs were shared, rather than borne by JDE Peet's alone. With a coffee sector primarily engaged in preparing for the EUDR, we identified and engaged committed partners willing to join us on actually stopping and remediating coffee deforestation. In 2026, we will be able to provide East Africa with high-resolution up-to-date coffee maps and reengage coffee associations ensuring these plots are remediated. We aim to enhance this pilot and renew a comprehensive global coffee map in 2026, as part of our ambition to advance a sector-wide approach to halting deforestation and delivering net-zero coffee production for the future.

We remain committed to maintaining deforestation-free sourcing for our material commodities in line with our net-zero targets. In 2026, we will continue our efforts to stop coffee-related deforestation globally and anticipate EUDR enforcement by the end of the year.

	Packaging and circularity
Goal :	By 2030, we aim for 100% of our packaging components to be designed for reuse, recycling, or composting, ensuring proper end-of-life disposal through established systems. This goal supports circularity, reduces dependence on finite virgin resources, and is measured by the weight of packaging sold. As a producer of food and beverage products, we prioritise the use of renewable materials, ensuring many are recyclable—whether through reuse, recycling, or composting. Consumer safety remains paramount, with strict adherence to food safety standards for contact materials.
Status :	100% of our packaging components designed to be reusable, recyclable, or compostable: 85% Halve our total operational waste (versus 2020): 37% Maintain operational waste-to-landfill: 0,8%
Goals in reporting year :	Working towards 2030 targets: 100% of our packaging components designed to be reusable, recyclable, or compostable by 2030 Committed to halve our total waste (vs 2020) and maintain waste-to-landfill under 1% across all our sites by 2030.

Describe already implemented or planned measures :

At JDE Peet's, we are reliant on over 1.2 million tonnes of key materials to deliver quality and value to our consumers. This encompasses the full spectrum of inbound raw ingredients and packaging materials across our business, governed by our operational control principles.
The risks associated with these materials are largely addressed through our established climate and biodiversity strategies. Additionally, we mitigate these risks by designing products that align with circularity principles, minimising waste and optimising material usage to help secure future material availability.
As a producer of food and beverage products, we prioritise the use of materials, ensuring many are recyclable —whether through reuse, recycling, or accepted in biowaste streams. In addition, consumer safety remains paramount, with strict adherence to food safety standards for contact materials.
Over 85% of the 1.2 million tonnes of key materials we source are renewable, and more than 90% of more than nearly 1 million tonnes of products we sell are recyclable, with 85% of our packaging components designed to be reusable, recyclable and compostable by consumers. Building on this solid foundation, we are committed to continuous improvement aligned with our material risk targets.
To deliver on this approach, we use the following key levers:
• Innovation in material design: We strive to transition technical materials to biological alternatives wherever possible (such as paper-pack refill options)
• Supplier collaboration and R&D: Partnering with suppliers and investing in R&D, we work to reduce the use of virgin materials by increasing recycled and reused content, where feasible
• Internal performance reporting: We track packaging intensity per serving and apply hurdle rates for new innovations to reduce pack waste
• Responsible sourcing: Working closely with suppliers, we aim to source renewable materials responsibly and sustainably

• Increased recycled content: We engage with suppliers to elevate levels of recycled and reused materials as sources for sustainable biological packaging materials
• Manufacturing waste reduction: We set internal targets and routinely report on manufacturing waste, striving for material efficiency
• Enhanced waste segregation: In our manufacturing processes, we establish clear objectives to improve waste segregation and recycling rates
• Design for circularity: We are committed to ensuring that 100% of our products are designed for recyclability, reuse, or biowaste, in markets with mature infrastructure, prioritising mono-material formats where possible through material innovation.
• Collaboration with value chain: We partner with industry, producer responsibility organizations, & waste processors and make investments, as needed, to advance the recycling of challenging materials, such as small plastic or metal food containers.
By adapting our packaging solutions, we consistently emphasise the critical role of packaging in preventing product wastage, enabling beverage delivery (single serve), while maintaining product quality. This focus allows us to deliver sustainable packaging that upholds the high standards our consumers expect.

In 2025, our landfill rate was 0.8%, meeting our global target of under 1%, with 28 of our 39 JDE Peet's sites achieving zero waste-to-landfill, including Bergen factory.

Describe actual or expected results of the measures, as well as goals and activities for the coming reporting year :

As we work towards achieving our targets, we are also committed to implementing a comprehensive circularity
strategy across our entire value chain. This involves deepening partnerships with suppliers to identify and scale sustainable practices, with a key focus on utilising agricultural waste. By using coffee agricultural waste as a valuable nutrient source or converting it into biochar, a stable carbon form that enhances soil health, improves water retention, and sequesters carbon, we support regenerative agriculture. This approach helps restore ecosystems, boosts agricultural productivity,
and integrates sustainability into our operations, driving circularity and resilience across our value stream. Additionally, enabling consumers to access efficient biological food waste collection systems is key to extracting value from organic waste, reducing landfill and advancing our climate targets. Finally, educating consumers on recycling our packaging will further support our broader sustainability ambitions.
Our Operations, R&D, and Procurement teams remain committed to innovative waste reduction. Going forward, we will prioritise recycling efforts to increase the share of recycled waste across our operations.

	Human rights due diligence
Goal :	At JDE Peet's, respect for human rights is not just a principle - it is about people. Behind every cup of coffee is a farmer, a worker, and a community whose dignity we strive to protect. This commitment is anchored in our Upholding Standards pillar and embedded across our Common Grounds sustainability programme. We view human rights not only as a compliance obligation, but as a driver of resilient and responsible growth that benefits everyone in our value chain. Our approach is aligned with the UN Guiding Principles on Business and Human Rights (UNGPs), the OECD Guidelines for Multinational Enterprises, and the International Labour Organization (ILO) Core Conventions. We are committed to respecting human rights as defined in the International Bill of Human Rights, as a signatory to the UN Global Compact and as a member of the ILO Child Labour Platform.
Status :	Progress 2025: Own workforce: 11% Upstream: 88,8% Non-coffee COGS suppliers: 78%
Goals in reporting year :	1. Own workforce: Towards 100% compliance with our own Operations Human Rights Due Diligence by 2025 2. Upstream: Working towards 100% responsibly sourced green coffee by 2028 3. Towards 100% compliance of our (non-coffee) COGS suppliers with our Human Rights Due Diligence

Describe already implemented or planned measures :

In 2025, we continued to strengthen our commitment to protecting the future of coffee and tea by supporting thriving farming communities and safeguarding natural ecosystems. Our due diligence approach addresses both human rights and environmental risks, reflecting our understanding that social and environmental impacts are deeply interconnected—from preventing child labour to tackling deforestation and responsible water use in sourcing regions.

Our Human Rights Due Diligence (HRDD) e-learning, introduced in 2024, remains available to all employees. It explains our due diligence framework and Standard Operating Procedures (SOPs) for green coffee sourcing, procurement, and own operations. By the end of 2025, 91% of employees completed the training.
Operationalisation in 2025: We focused on continuing to translate policy into action. Targeted onboarding and training sessions were delivered to manufacturing teams, equipping them to apply SOPs, identify site-level risks, and implement remediation processes. These efforts mark a key step in embedding human rights into day-to-day decision-making.

Own workforce:
Behind the process are people who make it real. In 2025, we strengthened our internal network:
• A Programme Lead sits within Operations, embedding human rights into the heart of our business.
• A global coordinator connects a team of local champions, employees on the ground who operationalise our SOP, schedule audits, and engage directly with workers.
• Monthly forums and quarterly leadership reviews keep dialogue open and action visible.
• Human rights due diligence is embedded in daily operations across all functions

Upstream:
Building on our Common Grounds farmer programmes and collaboration with suppliers, we strengthened our Human Rights and Environmental Due Diligence (HREDD) approach in 2025. Aligned with relevant international standards, this approach combines risk assessments, supplier engagement, and targeted interventions to manage human rights and environmental risks.
In 2025, our efforts concentrated around setting up a cohesive and complete due diligence system.

Procurement of other goods and services:
Using the Sedex platform, we assessed approximately 12,000 supplier sites, covering both Cost of Goods Sold (COGS) and non-COGS suppliers. Sedex evaluates eight critical human rights risks, aligning with the International Labour Organization (ILO) Conventions.

Describe actual or expected results of the measures, as well as goals and activities for the coming reporting year :

Own workforce:
Currently, 84% of our manufacturing sites have been audited under SMETA 4-Pillar framework and 11% of sites met compliance criteria.
For our manufacturing sites, we intend to complete the audit rollout, close critical gaps, and embed SOP compliance everywhere.
We will also extend due diligence to our offices and Out of-home workers, because every workplace counts.

Upstream:
We remain committed towards full compliance with our Human Rights and Environmental Due Diligence programme for green coffee by 2028. All new suppliers will complete a self-assessment, and existing suppliers will undergo regular risk- based reviews. We will continue to strengthen our due diligence processes by:
• Assessing the quality of supplier submissions and prioritising engagement with higher-risk suppliers and origins.
• Working closely with suppliers to implement and monitor corrective action plans, ensuring continuous improvement.
• Tracking progress and adapting our approach as needed to address emerging risks and maintain high standards across our supply chain.
In 2026, JDE Peet's will analyse SAF's and risk-management data to categorise suppliers as below basic, basic, established, or leaders. These insights will support a more targeted engagement helping us focus on high risks suppliers/origins.
We will also review learnings from our living income programmes and further connect impact from origin to brand, customer, and consumer.

Procurement of other goods and services:
In 2025, we increased the compliance of our COGS suppliers, supporting our 2027 goal towards 100%

compliance for tier 1 COGS suppliers with our human rights due diligence, reaching 78% overall compliance versus 67% in 2024. By year-end, 97% of EU-based higher-risk COGS suppliers (94% in 2024) and 65% of those outside the EU (76% in 2024), that were required to be onboarded in Sedex or Ecovadis, have been onboarded.
However, onboarding for these higher-risk COGS suppliers is just the first step. To strengthen policy implementation, we monitor: i) SMETA (or equivalent) audit results, ii) related corrective action plans and iii) Ecovadis medal scores. 55% of onboarded higher-risk compliant or higher-risk non-compliant COGS suppliers have either completed audits or received Ecovadis platinum/gold medal in recent years.

In 2025, we also initiated human rights due diligence for our non-COGS (NCOGS) suppliers. Following the risk assessment described in previous Annual Reports, we identified suppliers with the highest inherent risks, which are therefore required to participate in Sedex (or Ecovadis). By year-end, 54% of those high-risk suppliers were registered in Sedex or Ecovadis, representing a significant step towards our 2027 goal.

Our mid-term goal is to get to full compliance with our due diligence across all COGS and NCOGS suppliers globally, supported by ongoing monitoring. We will keep learning by implementing our policies with the goal to identify where our COGS and NCOGS due diligence can improve, enhancing effectiveness and enabling proactive impact management.

	Human Capital Management
Goal :	Shaping a winning culture means empowering our employees, whose growth drives our success. Our strategy is centred around being an employer of choice by attracting and retaining top talent, fostering engagement and personal development, enabling adaptability, and rewarding performance. Our data driven approach ensures people initiatives evolve with business needs to drive overall performance:
Status :	Status 2025: 1. Voluntary turnover in leadership positions: 7,4% 2. Women in leadership positions: 38,3%
Goals in reporting year :	1. Maintain the voluntary turnover in leadership positions below 9% 2. 40% women in leadership positions by 2025

Describe already implemented or planned measures :

In 2025, we launched the new JDE Peet's Growth Philosophy built on a simple belief: Everyone Grows. Employees have growth conversations with their people manager and create an annual growth plan. They are clear about their growth status and growth actions as a result. Continuous development is key to making an impact today and tomorrow.

Growth plans for top talent are personalised and may include leadership programmes such as Elevate and RISE, senior leadership exposure to broaden their perspective, strategic project involvement, or role changes to enhance experience.
As in previous years, JDE Peet's senior leadership selected 25 senior managers in 2025 to participate in our signature global leadership programme, RISE.

Intentional about building a strong leadership pipeline from the bottom up, we have launched the LEAD programme for people managers, and our Global Management Traineeship Programme.
The LEAD programme equips all people managers with foundational leadership skills and a shared understanding of key leadership frameworks aligned with JDE Peet's leadership capabilities.
In 2025, we launched our inaugural Global Management Trainee Programme (GMTP), bringing our talent strategy
to life. The programme targets high-potential graduates and begins with a month-long onboarding at our global
headquarters in Amsterdam. It offers international rotations across functions and countries, leadership development modules, and high-impact business projects. These elements help build a strong international pipeline of future leaders with cross functional experience and deep business understanding. Through this approach, we provide unique opportunities to accelerate career growth for our trainees.

In the summer of 2025, our CELT launched the new company strategy, Reignite the Amazing, introducing an inspiring vision of our Winning Culture and refreshed company values:
• Dare to Amaze

• Own It
• Make It Simple
• Win Together.

Each value is defined through specific Winning Behaviours to guide the mindset and actions needed to successfully deliver on this strategy. To shape this framework, we initiated a dedicated listening effort, including a global survey and a series of focus groups. More than 1,600 employees across all regions, segments, functions, and levels actively contributed, reflecting the full diversity of our organisation. The insights gathered informed the co-creation of our values and behaviours, ensuring they represent both who we are today and who we aspire to be.

At JDE Peet's, we prioritise leadership retention to ensure organisational stability, strategic continuity, and the preservation of critical knowledge. Our experienced leaders play a vital role in guiding teams and driving sustainable growth, leveraging their deep understanding of our business and culture.
To maintain stability, we are committed to maintaining voluntary turnover within leadership roles below 9%, a benchmark based on industry standards. At the end of 2025, voluntary turnover in leadership positions stood at 7.4%, aligning well with our target.

Describe actual or expected results of the measures, as well as goals and activities for the coming reporting year :

By investing in leadership, strengthening our talent pipeline, and positioning JDE Peet's as a top employer, we will remain agile and competitive in a rapidly changing global market.
In 2025, we invested in the launch of our foundational leadership programme, LEAD, and in our Global Management Trainee Programme, which we will continue in 2026.
As a result of our new Reignite the Amazing strategy and value-driven winning culture, we will review our leadership capabilities and employee listening strategy which will function as the spine of our core people processes.
Additionally, in 2026, we will prioritise the development of a robust Change Management capability across the organisation. This will enable us to navigate ongoing change with greater agility and effectiveness.

	Diversity, equity and inclusion
Goal :	At JDE Peet's, we believe in fostering a more diverse, equitable, and inclusive organisation where everyone feels comfortable being their authentic selves and can fully unleash their potential. By reflecting the diversity of the world we live in, we are better equipped to serve our increasingly diverse consumer base and deliver on our promise: "A coffee for every cup. A brand for every heart." Living our values ensures that we create an organisation free from potential barriers, where each employee takes responsibility for advancing our commitments and where we stand united in our differences. We view Diversity, Equity & Inclusion (DE&I) as a key business enabler, and to embed it across the organisation, our strategic framework focuses on four key areas. In our workforce, we strive to level the playing field to build a workforce that reflects the world around us and enables all employees to realise their full potential. In our workplace, we recognise that everyone plays a role in fostering an inclusive culture where individuals feel a true sense of belonging. In the marketplace, we serve the needs of all consumers by fostering connections with every cup and bringing communities together. And across our supply chain, we are committed to playing our part in creating a more equitable ecosystem.
Status :	2025: Women in leadership positions: 38,3%
Goals in reporting year :	To ensure we are on a journey towards a common goal globally, while acknowledging local differences, we have selected two global priorities: • Break down potential barriers to women's empowerment • Value differences to ensure our employees can be who they truly are. In 2022, we set a target to reach 40% of women in leadership positions by 2025.

Describe already implemented or planned measures :

- Globally activated initiatives such as Gender Balance, Women's History Month, Pride Month, and TrueYOU Month were implemented with participation across more than 20 markets.
- Our efforts to advance gender equity continue to deliver strong results. Since 2021, our Equileap gender equality score has improved by 19 percentage points, bringing us close to inclusion in the global top 100. Equileap independently assesses organisations worldwide on gender balance, pay equity, and inclusive policies, and our progress reflects the impact of our sustained commitment.
- We hosted our second annual online DE&I Champions Summit, TrueYOU Brew.
- We co-designed Stage 3 ("Grow") of our Maturity Model together with our most advanced markets and launched version 3 of our DE&I Activation Toolkit.

- By the end of 2025, the average completion rate for Stage 2 across all markets reached 64%, representing a 7 percentage point increase compared to 2024.
- For the fourth consecutive year, we measured our commitment to fostering a respectful workplace through our global employee survey. In 2025, we achieved a score of 4.41 on a 1–5 scale (2024: 4.37), with no significant difference between men and women.
- We also assessed inclusivity by asking employees whether they feel comfortable being themselves at work. The score reached 4.24 on a 1–5 scale (2024: 4.21), again with no significant gender differences overall.
- In March 2025, we shared the results of our global gender pay equity analysis with employees. The adjusted gender pay gap was 0.52%, remaining well below the 5% threshold referenced in the EU Pay Transparency Directive. This continues to position JDE Peet's among industry leaders in pay equity and contributed to our Fair Pay Leader certification from the Fair Pay Innovation Lab.
- Based on our monitoring through 2025, our unadjusted (raw) gender pay gap stands at 10%. We continue to review the impact of our pay policies and closely monitor key drivers of pay to ensure that our practices remain fair, consistent, and aligned with our equal pay principles.

Describe actual or expected results of the measures, as well as goals and activities for the coming reporting year :

2025 CATALYST AWARD WINNER
We are proud to have received the 2025 Catalyst Award, recognising organisations that advance workplace inclusion and gender equity. In March, Lara Brans, President APAC, and Johan Van Gossum, Chief HR Officer, accepted the award at the Catalyst Awards in New York. Lara shared that "Inclusion doesn't happen by accident – it requires decisions, design, and actions", reinforcing our belief that everyone should have a seat at the coffee table.
This recognition reflects our progress through tools like the DE&I Maturity Model and Activation Toolkit, which have driven greater representation of women on the CELT, Global Leadership Team and Board since 2021. While we celebrate this achievement, we remain committed to fostering an inclusive workplace where everyone can be their authentic selves.

While we are proud of our achievements, we recognise there is more to be done. Our ambition continues to be
to drive further progress, creating long-term value for our people and our business. Following the co-design of Stage 3 of our DE&I Maturity Model with our most advanced markets in 2025, we will focus in 2026 on supporting markets as they start to implement the deliverables of this stage, leveraging the new version of our DE&I Activation toolkit launched at the end of 2025. We will continue to support and collaborate closely with our markets as they progress through this stage.

	Product safety and quality
Goal :	Food safety and quality are our primary focus and form the foundation upon which consumer and customer trust is built. At JDE Peet's, we are committed to the design, procurement, manufacture, and delivery of safe and high-quality food products that meet consumer and customer expectations. To support this commitment, we have established a comprehensive, company-wide Quality Management System (QMS) and implemented robust food safety and quality standards across the organisation and throughout our supply chain. These systems are continuously informed by regular reviews of industry standards, analysis of product defects, and learnings from product recalls across the broader food industry.
Status :	Status 2025: 89% manufacturing sites to be food safety and quality verified by an internally recognised certification
Goals in reporting year :	Towards 100% of our manufacturing sites to be food safety and quality verified by an internally recognised certification

Describe already implemented or planned measures :

In 2025, we made significant progress across several areas:

• We continued to strengthen compliance through rigorous food safety and quality standards, with all audited manufacturing sites showing year-on-year improvement, reflecting the robustness of our QMS. 2 additional sites achieved FSSC 22000 certification. The outcome of the audits demonstrated again this year a drive to continuously improve and embrace new requirements
• We continued to deploy technologies to support risk mitigation, quality control, and traceability. Initiatives included an error-proof loading system, real-time monitoring of critical metrics, and the development of solutions to ensure compliance with the EUDR
• We partnered with a new provider to access a digital platform for AI-driven horizon scanning, global ingredient monitoring, and enhancing our risk prediction
• Our supplier food safety and quality management system, integrated with SAP, safeguards our supply chain and prevents inadvertent sourcing of non approved materials. We also continued to invest in new features to advance the digitalisation of our quality and food safety system
• Our dedication to a strong food safety and quality culture is supported by leadership initiatives such as workshops, behaviour assessments, and our master trainers programme. These are supported by tools including root-cause analysis training, risk-based decision-making, and continuous improvement methodologies. Collaborating with industry experts
• Since 2023, we have partnered with Culture Excellence to evaluate our quality and food safety culture, leveraging their expertise and database of more than 12,000 companies. Overall, we have made progress compared to 2023, improving from a B+ to an A- with a score of 80%. The overall response rate increased by

9%, reaching 73% (over 4,000 responses). For comparison, the midpoint is 60%, while the current industry average stands at 76%.
• Our centrally managed FSSC 22000 certification was successfully renewed with no non conformances detected and great feedback for the robustness of our system. We continue to promote our adherence to GFSI standard and by the end of 2025, 89% of our internal and external manufacturing sites were GFSI certified.
• Consumer complaints remained stable at a low level, highlighting the effectiveness of our quality programmes

Describe actual or expected results of the measures, as well as goals and activities for the coming reporting year :

Looking ahead to 2026, we plan to:

• Continue to foster a strong food safety and quality culture across the organisation, staying informed on critical risks and refining protocols accordingly. Leveraging data, we aim to anticipate and detect potential issues effectively
• Address sourcing and supply chain pressures by establishing strong relationships with reliable suppliers, conducting thorough quality audits, ensuring a robust traceability system, and leveraging internal and external monitoring
• Continue to align with evolving food safety regulations and strengthen our role in trade associations to enhance regulatory insights and risk mitigation measures
• Deliver on consumer expectations through continued transparency, as the safety and quality of products increasingly drive trust and preference among consumers
• Roll out fit-for-purpose food safety and quality standards, and agile risk assessments for our diverse route to markets, from retail, café, to direct and consumers
• Proactively manage risks associated with recycled materials and new ingredients for our product category.
• We will invest in digital transformation to lead the modernisation and connection of JDE Peet's systems and processes across Quality, Food Safety, Scientific Affairs, and Regulatory Affairs and Consumer Care Management. This will enable us to
convert data into actionable information and insights, driving continuous improvement in quality and food compliance, and supporting the broader JDE Peet’s business agenda.

By addressing these challenges proactively and continuously improving food safety, quality and practices, we enhanced consumer trust, protected our brand reputation, and more effectively met regulatory requirements in 2025

3.B Other actions related to management of negative impact

3.B.1 Reduction of nature- and environmental impact

Our commitment to building a resilient business for long-term value creation is guided by assessing climate and nature impacts in line with the Task Force on Climate-related Financial Disclosures (TCFD)* recommendations. This approach helps us identify climate risks and opportunities, shaping our strategy with governance and risk management.

**The Taskforce on Climate-related Financial Disclosures (TCFD) is a market-led, science-based and government-backed initiative providing organisations with the tools to act on evolving climate-related issues.*

3.B.2 Reduction of greenhouse gas emissions

Using GHG emissions as an indicator of risk through clear target-setting, we have established a roadmap to fortify our business, working toward a net-zero coffee ecosystem that can withstand both chronic and transitional climate risks.
In 2023, our Board formally approved our transition plan and associated net-zero targets for 2050. Our new, near-term 1.5°C-aligned targets have also been validated through the Science Based Targets initiative, underscoring our commitment to a sustainable and resilient future.
All JDE Peet's Scope 1, 2 and 3 greenhouse gas (GHG) emissions as defined by the GHG Protocol Corporate Accounting and Reporting Standard, using the operational control approach. Our targets have been validated by SBTi, using 2020 as the base year. We use the most recent Global Warming Potential (GWP) values where available.

3.B.3 Improvements in own purchasing practices

1. Overall input regarding coffee farmers income & purchasing practices:

At JDE Peet's, we are deeply committed to ensuring that our sourcing practices contribute to improving the well-being of coffee farmers. We believe in transparency and are dedicated to sharing the journey of our coffee from farm to cup. Our focus is on creating a sustainable supply chain that improves the livelihoods of coffee farmers and ensures the future of coffee.

To secure the future of coffee, we need coffee farmers to prosper and the next generation of farms to continue to grow coffee because it makes economic sense and contributes positively to their household income. Our Common Grounds farmer programme focusses on improving farmer livelihoods, though we are still a long way from reaching all 12.5 million coffee farmers globally. That is why we also work collectively, we engage with governments through industry and trade associations such as the European Coffee Federation and FoodDrinkEurope, ensuring that the voice of the coffee sector is represented in policy discussions. JDE Peet's actively shares insights and data to help regulators understand the specific realities and complexities of the coffee value chain.

Beyond this, JDE Peet's actively participates in global and national platforms. These collaborations enable collective action and pre-competitive solutions to tackle shared challenges, to address sustainability, regulatory compliance, and harmonization of standards across the industry. For example, we engage with:

• ILO Child Labour Platform (CLP) – Engages in global efforts to eliminate child labor risks in coffee supply chains.
• Sustainable Coffee Challenge (SCC) – Works toward making coffee 100% sustainable in collaboration with Conservation International.
• European Coffee Federation (ECF) – Advocates for sustainability and responsible trade policies in the European coffee sector. The ECF represents approximately 35% of the world's traded coffee volume.
• World Coffee Research (WCR) – Invests in scientific advancements for climate-resilient and sustainable coffee production.
• International Coffee Organization (ICO) Public-Private Task Force (PPT) – Works on global sustainability policies and the Coffee Public-Private Action Plan. While we take responsibility for addressing key issues within our supply chains, we acknowledge that the challenges facing the coffee and tea industries are complex and require collective action. This is a sector-wide topic that needs to be addressed in a pre-competitive way to create a level playing field. We are developing a roadmap and actively collaborating with the sector to explore different approaches to living income. As a founding signatory of the ICO Public-Private Taskforce, we work with sector peers in the Living-Prosperous Income Workstream to address poverty among coffee farmers by assessing real versus target income in producing countries. There is a shared commitment to narrowing the gap between actual and living incomes for coffee farmers. We are participating in the Living Income workstream to have sector-wide transparency on the income gap and to develop methodologies and strategies to close the gap and move towards prosperity.

• Global Coffee Platform: as an active member of the GCP, we have contributed to the development of GCP's new strategy aimed at achieving transformational change for the prosperity of one million smallholder coffee farmers. In 2024, JDE Peet's was one of eight companies that contributed USD 1.5 million to GCP's 2030 goal, which funds collective initiatives around living income, climate adaptation, and sustainability.

• JDE Peet's is actively involved in a sector initiative led by the Global Coffee Platform, IDH and Solidaridad which followed a study published in 2024 on value distribution in the coffee industry. The study sparked interest among a broad range of sector stakeholders exploring additional ways to support farmer prosperity, including the co-creation of common procurement principles for the coffee sector. This work is still ongoing. However, the following two priority principles have been selected, to provide a pathway for transformation:

o Strategic Partnerships: These shift sourcing relationships from short-term transactions to longer-term, predictable collaboration, enabling farmers to plan, manage risks, invest, and move to sustainable coffee production.

o Sustainable Coffee Production: This principle establishes a floor for production standards and ensures that farmers are not only expected to comply with sustainability requirements, but are also supported to do so through adequate remuneration, services, and transitional support.

Together, these principles contribute to improved outcomes for both farmers and supply chain actors:

o For farmers: Sufficient and stable incomes, improved access to finance, reduced exposure to and ability to manage risks, and greater resilience to economic shocks.

o For companies: more secure supply, stronger supplier loyalty, reduced exposure to risks, better performance on ESG and due diligence requirements, and lower reputational risk.

By embedding sustainability into procurement, companies can shape more competitive, innovative and resilient enterprises while generating value for communities and the environment.

Price remains a critical factor in determining farmer income, but it is only one element of a broader set of procurement principles that influence the economic viability of coffee production.

At the same time, procurement is just one of several complementary levers needed to improve farmer prosperity in the context of a global commodity market. Achieving lasting impact requires a combination of aligned efforts, including supportive public policy, improved productivity and quality, access to services and finance, and more inclusive and efficient value chain structures. The procurement principles in this document are designed to be applied flexibly across sourcing models, recognizing that they complement other levers.

• We are also partnering with Enveritas and Wageningen University Research piloting a study on value distribution and return on household labour, helping to identify income gaps and inform targeted interventions for farming households. Leveraging the extensive farmer data we have gathered through thousands of farm assessments. JDE Peet's aims to deepen understanding of how the coffee sector— including both coffee and non-coffee stakeholders— can support a living income for different types of coffee-producing households and their workers through investments in farm and farm management activities.

• UN Global Compact (UNGC) – Aligns operations with principles on human rights, labor rights, environment, and anti-corruption. JDE Peet's is one of the founding membership of the UN Global Compact – Coalition for Sustainable Procurement, reflecting our commitment to sustainable procurement practices.

2. Regarding "taking living wage costs, insurance, and other welfare benefits into account during price negotiations":

JDE Peet's considers cost components such as labor costs and welfare-related factors, as part of our broader responsible sourcing approach. However, living wage costs are not systematically integrated into price-setting across all supplier negotiations. This is an area under ongoing development, including through sector collaboration on living income and procurement practices.

We understand the importance of a living income for coffee farmers and are actively working towards creating a sustainable supply chain that supports fair compensation. By collaborating with our partners and stakeholders, we aim to implement practices that contribute to the economic stability and well-being of coffee farmers and their families. However, Living income goes beyond the coffee price paid. Farmers often have diverse income streams, including on-farm, off-farm, and other sources. Many households produce more than one crop on their farm, and we need to work with data beyond the income from the crop of interest, as the focus crop might not represent the largest contribution to household income. Factors such as land size, yields, trees per farm, use of fertilizer, hired labour, and post-harvest processing can vary significantly between neighboring farms. The minimum coffee farm size required to achieve a living income can vary significantly depending on the region and local economic conditions.

The coffee supply chain is highly complex and multitiered. JDE Peet's primarily sources coffee through local exporters and international trading partners. Within this structure, we work with suppliers to progressively address income and welfare challenges through long-term engagement, programme implementation, and industry collaboration. It is anchored in our Common Grounds Farmer programme, which focusses on building a resilient coffee supply chain by addressing the root causes of low farmer incomes, including:
• Increasing yields through better agronomic practices
• Reducing costs of production
• Supporting income diversification
• Improving access to services, training, and finance

3. Regarding "We encourage our suppliers to integrate living wage costs, insurance, and other welfare benefits into price negotiations":

JDE Peet's Supplier Code of Conduct sets expectations on fair wages and legally mandated benefits, encouraging suppliers to provide wages sufficient to meet basic needs. While the Code does not explicitly require integration of living wage costs into price negotiations, JDE Peet's promotes responsible practices through supplier engagement and ongoing collaboration on living income topics.

4. Regarding "We share production plans with the majority of our suppliers sufficiently well in advance":

Due to the structure and scale of the global coffee supply chain, JDE Peet's does not systematically share consolidated production plans with the majority of suppliers. Sourcing is dynamic and based on origin availability, quality, and market conditions. Suppliers are, however, engaged through ongoing commercial relationships and have visibility of expected sourcing volumes over time.

5: Regarding: "In collaboration with suppliers, we establish clear processes for realistic production plans and timelines, ensure fair risk distribution, and take responsibility for our own delays or changes. Timelines are regularly updated based on risk assessments and feedback":

JDE Peet's works with suppliers to establish realistic timelines and expectations, taking into account operational and market conditions. Adjustments to sourcing and delivery timelines are managed through ongoing supplier dialogue. Responsibility for delays or changes within JDE Peet's operations is addressed through internal processes, and timelines are adapted based on risk assessments and supplier feedback.

6. Regarding: "In the event of a reduction or termination of a supplier relationship, a risk mitigation strategy is developed in collaboration with the supplier, including reasonable notice, transition support, and coverage of necessary costs, ensuring that workers receive all legally mandated compensation":

JDE Peet's prioritizes long-term supplier relationships and uses termination as a last resort. When disengagement is necessary, the company aims to manage the process responsibly through supplier dialogue, reasonable notice, and transition planning. While not formalized as a single global procedure, this approach is guided by principles of fairness, responsible business conduct, and risk mitigation.

7. Regarding "We monitor which of our suppliers have democratically elected worker committees, including trade union representation where permitted by law":

JDE Peet's requires suppliers to respect freedom of association and collective bargaining through its Supplier Code of Conduct. Compliance is assessed through risk-based due diligence processes, including supplier self-assessments. However, the company does not currently maintain a consolidated overview of worker representation structures across all suppliers. Strengthening visibility in this area is under consideration.

8. Regarding: "Workers in our operations and at our suppliers regularly receive information about their rights through trade unions, other elected representatives, or other channels":

Within JDE Peet's own operations, employees receive information about their rights through policies, internal communications, and established representation structures in line with local laws. For suppliers, expectations on worker rights are set through the Supplier Code of Conduct. Information sharing at supplier level is primarily implemented through supplier processes and local mechanisms, but is not centrally monitored across all suppliers.

9. Regarding "Workers in our operations and at our suppliers regularly receive information about their rights through trade unions, other elected representatives, or other channels":

Within JDE Peet's own operations, employees receive information about their rights through policies, internal communications, and established representation structures in line with local laws. For suppliers, expectations on worker rights are set through the Supplier Code of Conduct. Information sharing at supplier level is primarily implemented through supplier processes and local mechanisms, but is not centrally monitored across all suppliers.

3.B.4 Choice of products and certifications

Rainforest Alliance, Debio, Fairtrade, RSPO, 4C, Ethical Tea Partnership, FSC, verification by Enveritas' Enveritas Green.

Smallholder farmers are the backbone of global coffee & tea production. These dedicated individuals, comprising millions of small-scale farmers around the world, contribute to over 80% of the world's coffee output. Ensuring their prosperity and safeguarding the future of coffee cultivation are critical objectives for JDE Peet's.
Climate change poses a significant threat, with projections indicating that up to half of the world's coffee-growing regions could be lost by 2050 if a net-zero future is not achieved. Today, farmers already face challenges arising from shifting weather patterns, prolonged dry spells, water scarcity, and extreme temperature fluctuations. These issues present a significant threat to crop yields, endangering farmers' livelihoods and incomes, and, without decisive action, have the potential to impact entire communities.
That is why we are focusing on an inclusive approach, reaching *all* farmers, including both certification and verification schemes.
Our verification approach is fully open and inclusive, farmers do not need to pay: everyone can participate (we pay for the verification process.) Finally, this approach is collaborative, engaging the numerous suppliers, NGOs and other local stakeholders who have the local presence and knowledge to deliver impact on the ground. We will support more small farmers and local ecosystems to thrive, also supporting them to produce more with less (more fertile soils, no deforestation, sustainable water use etc...) to preserve the planet and foster thriving livelihoods. Our investments and continuous improvement approach will also have a key impact to preserve more coffee varieties available to all: this means richer flavours for our coffee lovers and climate and disease resistant varieties.

3.B.5 Actively support free trade union organisation and collective bargaining, or where the law does not allow it, actively support other forms of democratically elected worker representation

Workers' Right are stated under our Responsible Sourcing Principles: *Workers can freely establish and join workers' organizations, both internal (such as workers' representations) and external (such as trade unions) and take part in collective bargaining on working conditions. Employers provide training on social dialogue and workers' rights, and for grievances procedures.* And in our Human Rights Policy, Freedom of Association and Collective Bargaining: *We respect employees' legal rights to freedom of association and collective bargaining.*

In 2025, 35,4% of our people were covered by collective bargaining agreements. They include employees in Norway.

In general, when including employees not covered by collective bargaining agreements, we perform regular benchmarks in order to assess and ensure the right working conditions, and that compensation and social benefits are in line with market trends (sectoral and/or functional).

For our supply chain, we are partnering with farming communities, suppliers, non-governmental organisations, and local government bodies to deliver multi-year projects that address local realities of labour practices.

One example is the SOCIAL WELL-BEING COLLECTIVE ACTION INITIATIVE in Brasil from 2021 - 2024 where 2,000 farmers were to be reached.
Background; Social and labor issues have resulted in exploitative and degrading working conditions in Brazil's Minas Gerais and Espirito Santo. To address this critical matter, Global Coffee Platform Members and partners will execute a ground-breaking, multi-year Collective Action Initiative to improve the living and working conditions of coffee farmers and workers in the Brazilian coffee-producing sector. By identifying and changing social practices that have caused degrading conditions, increasing education and awareness to improve working conditions, along with the monitoring of progress and impact using field tools and information management systems, this initiative seeks to create long-term benefits at field level for coffee farmers and workers.

6.2 in Responsible Sourcing Principles:
Workers rights and duties
Workers are aware of their rights and duties, and these are adhered to by their employer. Suppliers' internal management systems identify, assess and address that in processing units and on (smallholder) farms:
• Workers have access to information regarding workers' individual rights and duties, reflected in their employment contracts or verbal agreements
• Workers can freely establish and join workers' organizations, both internal (such as workers' representations) and external (such as trade unions) and take part in collective bargaining on working conditions. Employers provide training on social dialogue and workers' rights, and for grievances procedures.
• Workers are regularly paid at least the minimum national wage, the minimum regional wage, or the wage agreed upon by a collective bargaining agreement, whichever is higher. Wages increase over time to decrease the gap with the living wage. Employers keep records of paid wages and track applicable minimum wages paid to workers in their supply chain.
• Workers and their families are provided with accommodation on-farm or near processing facilities have safe, clean and decent living quarters taking intoaccount local conditions.

3.B.6 Contribution to development, capacity building and training internally and of suppliers and workers in the supply chain

Many smallholder farmers are not part of formal cooperatives and are currently beyond the reach of sustainability certification. Moreover, many sustainability challenges are complex and go beyond what an individual producer or cooperative can address. These challenges require systemic change and take multiple years to solve. Accordingly, we believe that the best way to improve coffee & tea sustainability is to drive continuous improvement through investments and partnerships among farmers, cooperatives, exporters, traders, roasters, civil society, and governments. With our Common Grounds program, we work with stakeholders to identify the most important social and environmental issues wherever we source our coffee & tea. We then address those issues through collaborative action and open, direct communication with our suppliers. After identifying the local priorities, we work in partnership with our suppliers, NGOs and governments to address the challenges.

3.B.7 Combatting corruption and bribery in own enterprise and supply chain.

As a company present in more than 100 countries, we are committed to conducting business in an ethically responsible manner and complying with applicable laws in all countries in which we operate. This commitment specifically includes compliance with applicable laws relating to anti-bribery and corruption, gifts, entertainment and hospitality, export and sanctions compliance and anti-money laundering, and is set out in our Anti Bribery, Anti-Corruption, Trade Sanctions and Anti-Money Laundering Policy, which is consistent with the United Nations Convention against Corruption. The Policy applies to all employees and is reviewed regularly. Contracts with our business partners and suppliers include relevant references including with respect to anti-bribery and corruption.

In addition, our Gifts, Entertainment and Hospitality Policy details the behaviour expected of our employees with regard to the giving and receiving of gifts or entertainment. Together with our Public Advocacy Policy regarding interactions with public authorities and officials in relation to public policy development and implementation, this is an important element in our Anti- Bribery and Corruption Compliance programme.

We conduct a global e-learning course on anti-bribery and anti-corruption every two years. Completion of such e-learning is mandatory for all company employees, and people managers have a responsibility to reinforce the importance of these trainings to their teams.

Functions exposed to compliance risk in this area, including sales, procurement and operations, receive biennial training covering topics such as the definition of corruption (including facilitation payments), our policies and procedures, as well as the behaviour expected of our employees with regard to the prevention, detection and reporting of any suspicion of bribery or corruption.

In 2025, 4,798 company employees who were deemed to be exposed to risk (2024: 5,609) followed a global elearning course on anti-bribery and anti-corruption, with a completion rate of 96% (2024: 92%). Training completion continued after year-end.

The Internal Audit Department conducts periodic, independent audits of the company’s compliance processes to assess the effectiveness of internal controls and procedures in the prevention and detection of corruption or bribery incidents, and provides recommendations to develop action plans for strengthening such controls.

The company has a comprehensive Sanctions Compliance Framework in place, which includes specific sanction compliance toolkits, expanded thirdparty screening and specialised external legal advice.

As part of our third-party risk management, we have implemented a comprehensive third party due diligence workflow-powered platform for anti-bribery and anticorruption integrity due diligence, as well as restricted (i.e. sanctioned) third-party screening before engaging third parties. No fines were issued against JDE Peet's for anti-bribery or sanctions violations and no public legal cases were initiated in this respect in 2024.

At least twice a year, we provide alternating compliance e-learning courses for employees, covering key topics such as ethical conduct and principles, competition law, anti-bribery and corruption, data protection, and human rights.

These courses are designed to ensure that all employees receive training in these areas at a minimum of every two years.

Participation in these training sessions is mandatory for all employees, including members of the CELT, who have both an email address and access to our Learning Management System.

Members of our Board receive dedicated induction training at the outset of their term. Additional training sessions, including those on business conduct and antibribery and corruption, are available to Board members, who may undertake them at their discretion. During the annual Board evaluation, members have the opportunity to express any further training needs.

Furthermore, for those employees without email access, such as certain employees working in certain manufacturing units, we offer shared laptops or conduct in-person training sessions.
We also regularly conduct face-to-face training courses for selected target groups. These include, for example, courses on competition law for sales teams, anti-bribery and corruption for procurement teams, and data protection for marketing and human resources teams.

3.B.8 Other relevant information concerning the enterprise's work to reduce, prevent, and manage negative impact

JDE Peet's is actively involved in key global initiatives, to reinforce our commitment to sustainability we are collaborating for example with:

• Global Coffee Platform: as an active member of the GCP, we have contributed to the development of GCP's new strategy aimed at achieving transformational change for the prosperity of one million smallholder coffee farmers. In 2024, JDE Peet's was one of eight companies that contributed USD 1.5 million to GCP's 2030 goal, which funds collective initiatives around living income, climate adaptation, and sustainability.

• International Coffee Organization (ICO) Public-Private Task Force (PPT) – Works on global sustainability policies and the Coffee Public-Private Action Plan.

• ILO Child Labour Platform (CLP) – Engages in global efforts to eliminate child labor risks in coffee supply chains.

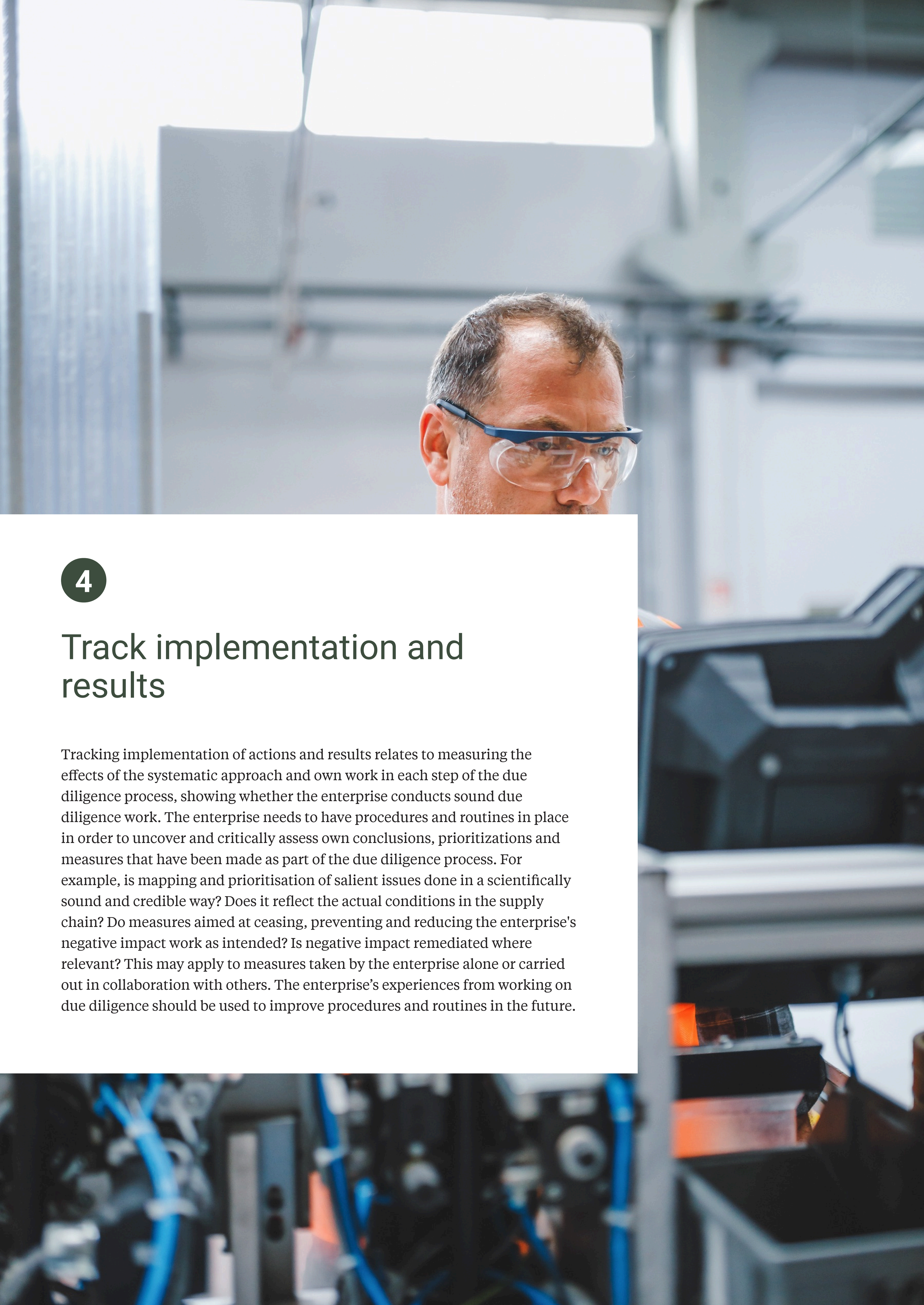
• UN Global Compact (UNGC) – Aligns operations with principles on human rights, labor rights, environment, and anti-corruption. JDE Peet's is one of the founding members of the Coalition for Sustainable Procurement.

• Sustainable Coffee Challenge (SCC) – Works toward making coffee 100% sustainable in collaboration with Conservation International.

• European Coffee Federation (ECF) – Advocates for sustainability and responsible trade policies in the European coffee sector.

• World Coffee Research (WCR) – Invests in scientific advancements for climate-resilient and sustainable coffee production.

In Norway, with the FRIELE brand, we have a long-lasting partnership with the City Church Mission (Kirkens Bymisjon) where we contribute with more than 1,2 million cups of Friele Frokostkaffe every year. All our employees work one day as volunteer in one of the initiatives of the Church City Mission as a part of this partnership.



4

Track implementation and results

Tracking implementation of actions and results relates to measuring the effects of the systematic approach and own work in each step of the due diligence process, showing whether the enterprise conducts sound due diligence work. The enterprise needs to have procedures and routines in place in order to uncover and critically assess own conclusions, prioritizations and measures that have been made as part of the due diligence process. For example, is mapping and prioritisation of salient issues done in a scientifically sound and credible way? Does it reflect the actual conditions in the supply chain? Do measures aimed at ceasing, preventing and reducing the enterprise's negative impact work as intended? Is negative impact remediated where relevant? This may apply to measures taken by the enterprise alone or carried out in collaboration with others. The enterprise's experiences from working on due diligence should be used to improve procedures and routines in the future.

4.A. Track and assess

4.A.1 Describe a) assignment of responsibility for tracking the effect and result of implemented measures, as well as how the tracking is carried out in practice, b) who is responsible for evaluating the enterprise's implementation and work with due diligence, and how the evaluation is carried out in practice.

Our Assess, Address, Progress approach, central to our Due Diligence framework, enables us to take action to prevent or reduce negative impacts on people and the environment in our supply chain. This approach builds on years of expertise in coffee & tea and incorporates new tools and technologies that support our goals.

We track progress by measuring key performance indicators within our farmer programmes and supplier assessments, sharing insights and learning from these interventions. If suppliers do not align with our sourcing principles, we work with them on a time-bound improvement plan to help them meet goals. If they fail to execute these plans in good faith or within the agreed timeframe, we take further action.

Risk assessment insights guide opportunities for farmer support through Common Grounds projects or suppliers' action plans to address social and environmental challenges. Suppliers
submit action plans annually, with progress reviewed at least once a year.
Key human rights issues, such as child and forced labour and working conditions, are embedded in our Responsible Sourcing Principles, guiding our risk assessments, mitigation strategies and investments in farmer programmes.
Where possible, we adopt precompetitive approaches to tackle systemic human rights challenges, ensuring sustainable impact for farming communities and our supply chain.

We ensure the effectiveness of our programmes through a solid governance structure within each initiative. Steering committees, comprising implementing partners, JDE Peet's local Sustainability Managers, local government, donor organisations and NGOs, guide programme direction and make adjustments when necessary. The Responsible Sourcing Steering Committee, holds the highest-level responsibility for ensuring effective engagement with farmers and workers across the value chain.
A comprehensive monitoring and evaluation system, aligned with our Common Grounds Theory of Change, tracks progress toward our vision for prosperous farmers and thriving nature. Independent third-party assessments compare programme outcomes to regional benchmarks, measuring participant progress and capturing farmer perceptions. Programme updates are shared publicly on our website.
Our Responsible Sourcing dashboard provides detailed analytics to track the impact of our farmer programmes, enhancing data-driven decision-making and investments.
With a strong presence in key coffee- and teaproducing regions—Brazil, Kenya, and Vietnam—our sustainability and sourcing teams bring deep expertise and supply chain knowledge. Regular farm, supplier, and project visits enable close collaboration and handson engagement.
As we transition to a full Human Rights and Environmental Due Diligence (HREDD) approach, our work on farmer livelihoods is now directly anchored in the Hazard-Exposure-Vulnerability (HEV) risk assessment that identifies where adverse impacts are most likely,
most severe, or where farmers have the least resilience. This shift means our investments in the Common Grounds farmer programme are increasingly targeted toward locations and risks where due diligence requires concrete action, whether through mitigation measures,
farmer support projects, or human rights remediation pathways. By linking our livelihood interventions to the HEV outcomes and supplier due-diligence maturity assessments, we ensure that projects address material risks and contribute to preventing, mitigating or
remediating the issues identified in our HREDD framework

In order for our green coffee purchases to be declared "responsibly sourced" JDEP needs to do the following: Supplier engagement; JDEP shares verification results with suppliers on the ground at origin who set priorities and undertake initiatives to address issues (e.g., suppliers train farmers on occupational health and safety).

Collaborative initiatives; Industry, governments and civil society actors come together to promote alignment and progress on issues beyond any single actor (e.g., Implement a new national policy on banned pesticides).
Farmer support; JDEP undertake projects on the ground together with partners to help farmers address sustainability projects (e.g., agronomy training to raise incomes)
Progress transparency; JDEP set public multi-year goals for compliance improvement and track progress transparently over time

4.A.2 Describe how you track the effect, and/or demonstrate the probability of effect, of meassures taken to reduce negative impact.

Our framework is aligned with the OECD six-step process: (1) embed policy and governance; (2) identify and assess impacts; (3) cease, prevent and mitigate; (4) track progress; (5) communicate; and (6) enable or provide remediation.
Tailored approaches address diverse human rights and environmental risks. We apply a combination of selfassessments, origin-specific evaluations, and thirdparty audits to identify and address risks across our value chain. These activities, together with follow-up mechanisms, form our monitoring and evaluation framework, which is reviewed by independent parties to ensure accountability, transparency, and continuous improvement. Progress and outcomes are shared through our Annual Reports, corporate's website, and other communication channels. Our Responsible Sourcing Principles and Supplier Code of Conduct set clear expectations for suppliers to uphold ethical standards. These efforts are led by dedicated teams and overseen by a Human Rights Steering Committee comprising senior management.
Our Responsible Sourcing dashboard provides detailed analytics to track the impact of our farmer programmes, enhancing data-driven decision-making and investments. After over 10 years of our Common Grounds farmer programme, our focus is on further strengthening our monitoring, evaluation and learning framework. While each multi-year project already reports against key performance indicators, the next phase will translate these metrics into meaningful outcomes and track the adoption of sustainable practices. This evolution requires the professionalisation of our logframe reporting mechanisms, complemented by independent third-party assessments and validation to ensure transparency and credibility across our farmer initiatives.

To prevent and mitigate identified risks, we focused on strengthening supplier engagement and due diligence through enhanced assessments, compliance measures, and digital tools.
• Supplier Due Diligence: Supplier due diligence is embedded through risk-level determination and maturity scoring, followed by Corrective Action Plans (CAP) which will be designed and implemented upon the review of self-assessment forms sent out in 2025. We take a risk-based approach to supplier engagement and CAPs, based on the HEV- and self-assessment results. Mediumand/ or high-risk suppliers are requested to develop time-bound CAPs to address critical criteria, and progress is tracked to ensure timely completion.
• In 2025, we strengthened our green-coffee Supplier Sustainability Self-Assessment Forms (SAF) and introduced a Third-Party Risk Management tool to further enhance supplier due diligence, improving transparency, accountability, and proactive risk monitoring. The SAF was refined to focus on three key areas aligned with our Human Rights and Environmental Due Diligence (HREDD) process:
• General Assessment: evaluating policies and governance related to business ethics and due diligence.
• Origin-level Assessment Environmental Practices: addressing coffee production practices and environmental management.
• Origin-level Assessment Human Rights and Social Practices: assessing suppliers' approaches to human rights, labour conditions, and social responsibility.

We distributed the SAF to 122 suppliers, representing 98.6% of our 2025 green-coffee volume sourced from 27 origins. Despite the introduction of a new tool and assessment format, suppliers demonstrated strong engagement, reflected in an overall response rate of 86%.
• EUDR Compliance: Regardless of the delay of enforcement of the EU Deforestation Regulation, to increase compliance, we launched the Supplier Evaluation Questionnaire (SEQ), achieving a 94% response rate. The SEQ also evaluates legality risks, including land use rights, labour, and human rights compliance.

5

Communicate how negative impacts are addressed

A prerequisite for good external communication on due diligence for responsible business conduct is that it builds on concrete activities and results. Enterprises should make relevant documents concerning due diligence publicly accessible, i.e. policies, codes of conduct, guidelines, processes and activities related to identifying and handling the enterprise's actual and potential negative impacts on people, animals, society and environment. Communication should include information about how the risks have been identified and handled, as well as the effect of the measures/activities. The Transparency Act (Åpenhetsloven) §5 requires companies to publicly account for their human rights due diligence on an annual basis.

5.A External communication

5.A.1 Describe how the enteprise communicates with affected stakeholders about managing negative impact

Our commitment to engaging with stakeholders extends throughout the organisation and along the entire value chain. This engagement takes various forms, from regular and ongoing interactions to collaborative projects that ignite innovation and foster meaningful partnerships. This approach empowers us to leverage the expertise of our stakeholders to enhance our operations, prioritize long-term value creation, and proactively address potential risks.

Our Stakeholder Engagement Policy, which we launched in 2023, sets out the framework, approach and guiding principles to ensure we stay connected. And as our journey progresses, stakeholder engagement remains fundamental. Our collaborative efforts allow us to implement scalable solutions for a sustainable and prosperous future.
The purpose of stakeholder engagement is to generate input for the development or adjustment of the overall business strategy as well as to identify and address operational issues so that both elements (strategy and operations) can be aligned with the interests of the different stakeholder groups. Stakeholder engagement therefore represents a crucial part of JDE Peet's' identification process of relevant focus areas and topics, including sustainability aspects. LINK: https://www.jdepeets.com/siteassets/home/about-us/policies/jde-peets-speak-up-policy.pdf

To ensure that we hear the voices of all our stakeholders and determine associated impacts, risks and opportunities, we performed our first double materiality assessment in 2023, as part of our triennial review. Carrying out a review once every three years lets topics evolve, gives sufficient time to implement actions based on outcomes, and enables the company to align with periodic strategy updates. In 2025, a light review was conducted.

9 stakeholder groups have been identified. The relevance of each stakeholder group was assessed based on five key attributes of stakeholder identification: dependency, responsibility, tension, influence, and diverse perspectives. This approach was further complemented by a comprehensive review of JDE Peet's entire value chain, from bean to cup, and its segments. Based on these inputs, we defined i) our stakeholder groups, including whether they are affected stakeholders or users or both, ii) their significance to JDE Peet's, and iii) within each group, additional details of who is actually included in the group.

The stakeholder groups we identified are consumers, customers and business partners, smallholder farmers, suppliers, employees, nature and communities (NGOs), industry, regulators, shareholders/investors/financial institutions and tax authorities.

Stakeholder engagement takes place daily, with the outcomes of these interactions incorporated into the company's decision-making. While the strategy is adjusted in response to stakeholder expectations, no significant changes to the overall strategy or business model are currently planned.
The insights gained from regular stakeholder engagements are also instrumental in shaping and updating policies and targets, reflecting the importance we place on stakeholder interest and perspective.

5.A.2 Describe how the enterprise publicly communicates its own work on identifying and managing negative impact/harm

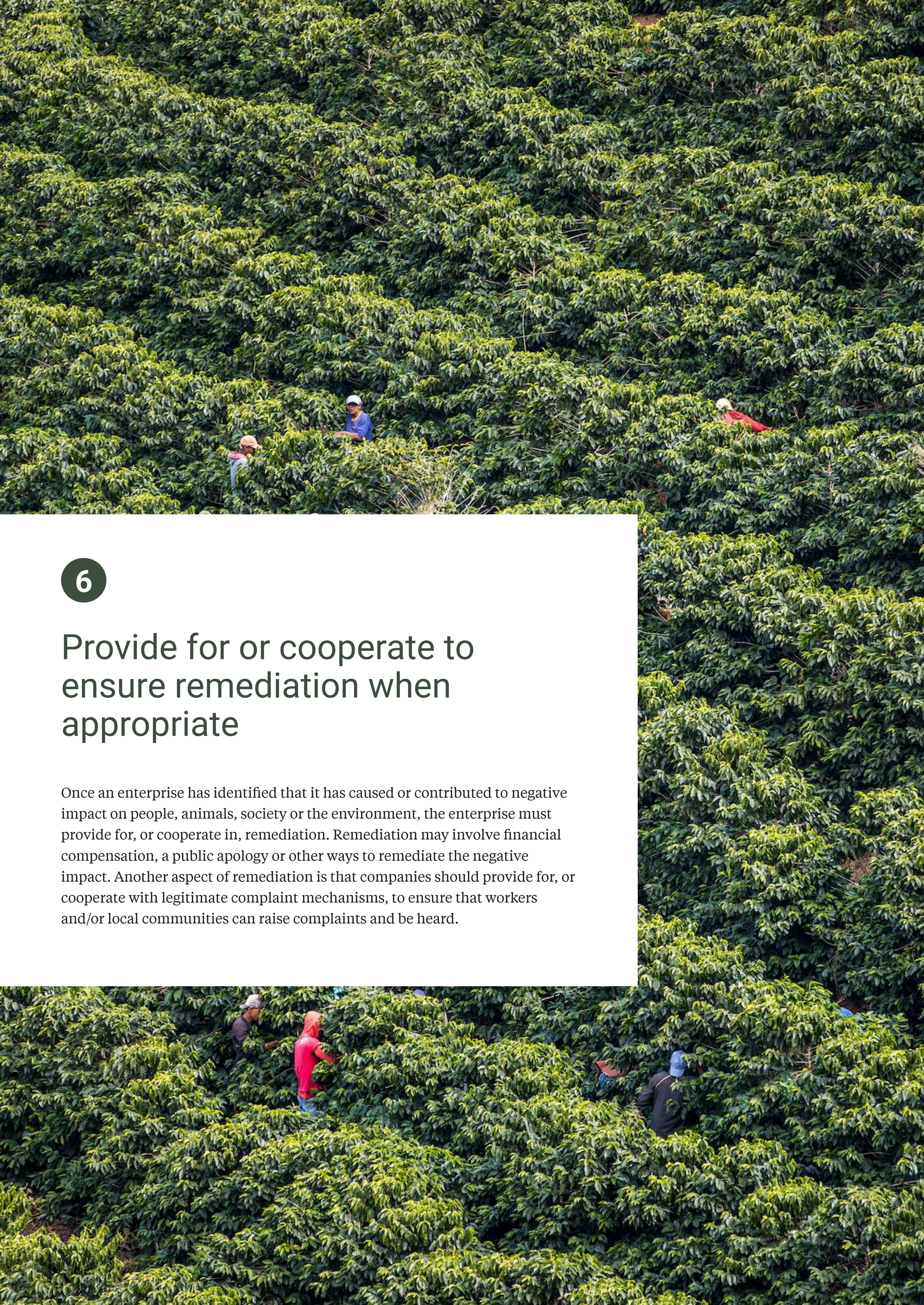
We transparently share our Assess, Address, Progress approach, the risk/focus areas and our continuous improvement projects, including progress, on our website with the interactive world map, being constantly updated: https://www.jdepeets.com/sustainability/responsible-sourcing/

Progress and outcomes are also shared through our Annual Report, social media platforms, corporate website (global and local), and other communication channels.

JDEP provides resources available for our suppliers and our own employees, including:
• The Alert Line http://speakup.jdepeets.com
• Our Supply Chain, Procurement, and/or Compliance Departments
• The Ethics and Compliance team

5.A.3 Describe the enterprise's routines for answering external inquiries related to the information requirement imposed by the Transparency Act

Procedures for answering inquiries are telephone, company mail or the inquiry form on our website. Inquiries are sent to sustainability responsible or country manager. Questions are registered with an answer deadline, but answers are sent as soon as the information has been obtained. Requests that needs to be investigated with more information will be postponed with a notice. The Ethical Trade report is also available on our webpage.



6

Provide for or cooperate to ensure remediation when appropriate

Once an enterprise has identified that it has caused or contributed to negative impact on people, animals, society or the environment, the enterprise must provide for, or cooperate in, remediation. Remediation may involve financial compensation, a public apology or other ways to remediate the negative impact. Another aspect of remediation is that companies should provide for, or cooperate with legitimate complaint mechanisms, to ensure that workers and/or local communities can raise complaints and be heard.

6.A Remediation

6.A.1 Describe the enteprise's policy for remediation of negative impact

We apply a tiered approach to remediation, tailored to the nature and severity of identified risks:
• Farmer Support Programme: Implemented in collaboration with suppliers, farmers, industry peers, local governments, and NGOs to improve livelihoods, including targeted landscape- or sectorlevel projects in regions with non-mitigated priority human rights risks, such as Child Labour Monitoring and Remediation Systems (CLMRS).
• Schemes: Reliance on industry-recognised sustainability schemes (for example, equivalent schemes) to ensure compliance and drive continuous improvement.
• Systemic collaboration: Multi-stakeholder initiatives that strengthen the enabling environment for responsible business conduct and address structural causes of human rights and environmental risks. These interventions go beyond our direct sourcing footprint and leverage partnerships with international organisations, sectoral platforms, and governments to promote long-term systemic change.

Farmer Project examples:
-Technical assistance
We currently manage 59 active projects across 22 countries providing training in climate-smart and regenerative agriculture to boost farm productivity and farmer income. Of these projects, 55 focus on coffee, 1 on coconut, and 1 on palm.
- Regenerative Agriculture Expansion
We initiated several new farmer programmes focussing on regenerative agriculture. In Peru, for example, in collaboration with long-term partner TechnoServe and building on the success of the first phase of the Café Alliance programme, we launched Café Amazonia Resiliente, partnering with the regional governments of Huanuco and San Martin to scale the adoption of regenerative practices for more than 12,500 farmers.
• Nurseries and mother gardens
We established facilities to distribute disease- and climate-resilient coffee varieties, with 7,286,275 seedlings distributed to date. For example, in 2025 we partnered with World Coffee Research in Peru and Uganda. In Uganda, the partnership focuses on Robusta activities to improve availability and accessibility of quality planting material for coffee
farmers.
• Water sanitation
We addressed water sanitation issues in local communities in Brazil, the Growing Together project with Comexim distributed 69 bio-digesters to farming communities, safeguarding local water basins from exploitation and contamination

Channels to raise concerns and processes to remediate negative impacts:
We recognise the critical role of an effective grievance mechanism for those in our value chain affected by human rights issues. Our Speak Up Policy, accessible in over 20 languages, is available to external stakeholders via our website's grievance reporting tool. Our Human Rights Policy and Supplier Code of Conduct also mandate that our business partners maintain grievance mechanisms to address and remediate reported impacts.
Local impacts are monitored through regular communication with our implementing partners, ensuring any concerns are promptly addressed.

JDE Peet's proactively identifies, assesses, and mitigates human rights risks across our business and supply chain through a structured process:
Risk Identification & Assessment:
We conduct comprehensive assessments across our operations, manufacturing, and sourcing, utilizing industry data, stakeholder input, and publicly available insights. For medium- and high-risk supply chains, we conduct in-depth evaluations, prioritizing risks based on supply chain vulnerability and likelihood of occurrence.

Prevention & Mitigation:
We embed human rights standards into policies, contracts, and operations while engaging stakeholders, including NGOs and industry groups, to address systemic risks such as child and forced labor. Self-assessments and third-party audits (e.g., SMETA) help us identify and implement corrective measures. Suppliers must address critical gaps through Corrective Action Plans (CAPRs).
Monitoring & Accountability: We maintain ongoing oversight through audits, self-assessments, and direct engagement. Strengthening data tracking enhances visibility, while non-compliant suppliers must take corrective actions or risk contract termination.
Grievance Mechanisms & Remediation: Our independent Speak Up platform operates 24/7 for confidential reporting, ensuring whistleblower protection and non-retaliation policies. Reports can also be made through managers, local legal and compliance managers, or the central Compliance team at Ethics.compliance@JDEcoffee.com. Reports are assessed, investigated when necessary, and followed by appropriate remediation, prioritizing affected individuals' well-being.

Recognizing the challenges of reaching all supply chain levels, particularly farmers and workers, we implement remediation actions such as capacity-building programs and procurement through compliance schemes when risks are identified.

Speak up policy
Our Speak Up Policy is available to anyone who wishes to raise a concern about suspected misconduct within the company or throughout our supply chain. This includes, for example, employees, persons working for or on behalf of the company, workers throughout our supply chain, business partners and other stakeholders such as (representatives of) affected communities or consumers. Examples of suspected misconduct may include a violation of applicable (international) law, a violation of the JDE Peet's Codes of Conduct, its policies, standards and/or procedures under which it operates.

Our Speak Up Policy is translated into the languages used along our value chain, thus ensuring its accessibility to different stakeholders. In 2025, we conducted a global e-learning course "Conflict of interest and Speak Up" to foster the Speak Up culture within the company, including cross-functional trainings on how to conduct investigations concerning Speak Up reports.

We have different channels to report suspected misconduct, including an online reporting tool that is hosted by an independent service provider, and phone numbers for each country in which we operate that appear on JDE Peet's Speak Up landing page to enable our employees, suppliers and other stakeholders to easily raise their concerns. Additionally, we have a dedicated email address that can be used to report potential misconduct or to seek guidance.

The company handles all reports respectfully and with discretion in accordance with the requirements of its Speak Up Policy. Our Speak Up Policy further describes our investigation principles and approach on how we handle investigations into reported misconduct. Each report is followed up with a response to the reporting party and, when required, promptly investigated so that appropriate remedial action can be taken where necessary. The company does not tolerate any form of retaliation against those who voice their concerns truthfully and in good faith. Additionally, the Speak Up Policy provides comprehensive guidelines on the protection of whistleblowers against retaliation, fully aligned with the relevant legislation implementing EU Directive (EU) 2019/1937. The Speak Up line is operated by an independent third-party provider, ensuring anonymity for those who wish to report concerns anonymously.

Forest policy
Our Forest Policy underscores our commitment to protecting forests through our Responsible Sourcing Principles, setting clear and documented expectations of our suppliers. We contribute to the remediation and

conservation of degraded landscapes in our supply chain through direct intervention, multi-stakeholder collaboration and participation in landscape programmes so that the free, prior and informed consent (FPIC) of indigenous peoples and local communities is respected.
Forest restoration is critical to ensure inclusive sourcing, providing smallholder farmers with opportunities to regain market access.
Our Forest Policy is drafted in alignment with the Accountability Framework Initiative and meets the expectations set by the Science Based Targets initiative's net-zero trajectory.
We work closely with coffee-producing origins to combat deforestation, achieving measurable progress. Through memoranda of understanding (MoUs), the governments in key regions support remediation and restoration efforts to maintain EU market access.
Read more here: https://www.jdepeets.com/siteassets/home/about-us/policies/jde-peets-forest-policy.pdf

6.A.2 If relevant, describe cases of remediation in the reporting year

In 2025, the company received a total of 78 reports, the majority of which were related to routine human resources matters. Other issues frequently reported through our Speak Up lines in 2025 included allegations of harassment, use of inappropriate language, and
alleged non-compliance with laws and policies (including alleged fraud). In 2025, the company received 13 reports alleging discrimination, including harassment. 1 of them have been partially substantiated and remediation actions have been taken. Based on the investigation outcomes of Speak Up reports, we ensure that appropriate mitigation measures are implemented and that we raise awareness through dedicated campaigns globally and across the regions, where necessary.

In Malaysia, a worker spoke up. Their courage revealed that many foreign colleagues lacked valid work permits and passports. For them, this wasn’t paperwork, it was security, freedom, and peace of mind.
We acted fast: we engaged an external agency, strengthened controls, and kept workers informed every step of the way. By December 2024, renewals were underway and processing continued into 2025. That case didn’t just change procedures, it confirmed why
human rights in our own workforce became a material topic in 2025. It proved that our grievance mechanisms work, and that when someone speaks up, we listen.
In 2025, a routine social audit conducted at one of our manufacturing sites in Malaysia identified a nonconformity classified as business-critical under the applicable Sedex SMETA audit methodology, related to the retention of migrant workers’ identity documents by
a third-party labour provider. In line with SMETA requirements, a corrective action plan (CAP) was formally requested from the labour provider through our direct supplier. However, no response or remediation proposal was received. In light of the lack of engagement and pending corrective action, the supplier subsequently decided to discontinue the engagement.
We enhanced on-site monitoring measures, reinforced internal escalation protocols concerning potential indicators of forced labour, and initiated strengthening of our due-diligence processes for third-party labour providers operating in higher-risk contexts, including the delivery of targeted training on forced-labour risks for relevant personnel

6.B. Ensure access to grievance mechanisms

6.B.1 Describe what the enterprise does to ensure that employees and other stakeholders, especially impacted workers and local communities have access to whistleblowin systems and grievance mechanisms

As stated in our Codes of Conduct, at JDE Peet's we do not tolerate any form of discrimination based on race, ethnicity, nationality, religion, age, sex, gender identity, sexual orientation, disability, socio-economic background, or any other basis.
Our company strives to foster a respectful environment where every employee feels empowered to contribute to the best of their abilities. Accordingly, and in line with our global compliance strategy, we are committed to promoting a Speak Up culture. We do so by fostering an open and trusting dialogue with employees, customers, business partners, suppliers, investors and other stakeholders.
Our Speak Up Policy is available to anyone who wishes to raise a concern about suspected misconduct. Based on the investigation outcomes of Speak Up reports, we ensure that appropriate mitigation measures are implemented and that we raise awareness through
dedicated campaigns globally and across the regions, where necessary.
We recognise the critical role of an effective grievance mechanism for those in our value chain affected by human rights issues. Our Speak Up Policy, accessible in over 20 languages, is available to external stakeholders via our website's grievance reporting tool.
Our Human Rights Policy and Supplier Code of Conduct also mandate that our business partners maintain grievance mechanisms to address and remediate reported impacts.
Local impacts are monitored through regular communication with our implementing partners, ensuring any concerns are promptly addressed.
Our farmer projects apply a risk-based approach to manage potential socio-environmental challenges in the coffee sector,

More information can be found here: https://app.convercent.com/en-US/Anonymous/IssueIntake/LandingPage/ce6886a5-e4af-eb11-a97f-000d3ab9f062

Link Policy: https://www.jdepeets.com/siteassets/home/about-us/policies/jde-peets-speak-up-policy.pdf

Contact details:

Jacobs Douwe Egberts Norge AS
Eva Gullerud, sustainability lead
eva.gullerud@jdecoffee.com